

Monthly Labor Review

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Contract Developments Scheduled in 1960

City Families as Givers

Steel Negotiation Documents

Union Security Clauses in Major Contracts

UNITED STATES DEPARTMENT OF LABOR

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UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

LAWRENCE R. KLEIN, *Editor-in-Chief*
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The Monthly Labor Review Covers the Entire Labor Field

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The Labor Month in Review

AT MID-DECEMBER, the steel-contract controversy was still unresolved 8 months after negotiations had begun, 5 months after the industrywide strike had commenced, and more than a month after the effective date of a Taft-Hartley injunction. The industry with surprising rapidity had pushed production to near capacity, but steel markets were still starved and unemployment still inordinately increased because of the 116-day shutdown.

Secretary of Labor James P. Mitchell on December 8 urged that unresolved elements of the dispute be submitted to a neutral party, indicating three methods, none of which would renounce the free collective bargaining approach. Two of the approaches involved bargaining within limits of third-party recommendations; the third was voluntary arbitration. The steel companies rejected the proposal on December 9, pointing out that they had made the maximum offer possible "without producing inflationary consequences," adding that third-party intervention had in the past resulted in inflationary settlements.

Subsequently, the union asked for a return to individual company bargaining, retroactivity of any settlement to the effective date of the present injunction, and pre-Christmas payment of the 4-cent-an-hour cost-of-living bonus due under the expired contract. (The Federal judge who issued the injunction reserved opinion on whether this feature of the old contract was to be continued.)

President Eisenhower, on the eve of his foreign mission departure, warned the parties in a December 3 television-radio address that the Nation "will not—indeed cannot—tolerate for long the crippling of the entire economy" if the strike should be resumed when the 80-day injunction expires late in January. Congress will then be in session.

Some weeks earlier, the steel companies had made what they declared to be their final offer,

rejected at the time by the union negotiators. It was estimated by the industry as equal to 30 cents an hour by the end of a 3-year period. The union arithmetic came to 24 cents. On work rules, industry proposed a joint commission which would recommend by June 30 the changes necessary to improved efficiency, with an arbitration decision by September 30 if the commission could not agree. The union rejected arbitration on the grounds that the controverted question was unfair. Following the President's talk, it announced it had asked him to instruct his Board of Inquiry to recommend a basis for settlement, and pledged that the union would settle "within the framework of the Board's recommendations." Management, however, contended that Board-inspired settlements in the past had been inflationary.

On December 8, the Steelworkers signed a 3-year contract with American Can and Continental Can, the two largest firms in the metal container industry, on economic terms similar to those agreed upon in the Kaiser Steel settlement of October 26. The can company agreements, covering about 45,000 workers, had been extended by mutual consent since July 1.

Sometime between January 6 and January 21, the National Labor Relations Board will poll the workers who had been on strike on acceptance or rejection of their employer's last offer.

ANOTHER STRIKE of the United Steelworkers of America was settled after 101 days. An agreement on November 20 with Kennecott Copper Corp. called for a 2-year package amounting to 22.3 cents an hour, including fringe benefits. The Kennecott settlement did not end the strikes which had virtually closed down all copper smelting and refining installations. Several other unions are involved, among them the Machinists, the AFL-CIO Metal Trades Department, and the nonaffiliated Mine, Mill and Smelter Workers. A temporary agreement between Phelps Dodge and the Metal Trades unions was voted down when news of the more favorable Kennecott contract was announced. On November 28, American Smelting and Refining and the MMSW came to terms, but much of the industry was still idle as of the middle of December.

Atlantic Coast waterfront pacts were signed in a series of agreements beginning on December 1

between representatives of stevedore companies and the International Longshoremen's Association. An 8-day strike, which also included the Gulf Coast, had been enjoined under emergency provisions of the Taft-Hartley Act. At issue, in addition to wages, were work gang sizes and use of new mechanical loading equipment. The 3-year settlement provides economic benefits totaling 22 cents an hour in direct wage increases, 12 cents of it retroactive to October 1, and 19 cents in fringe improvements. On work rules, the 20-man gangs were retained as desired by the union, and management won the right to introduce new equipment. Special fees for loading lift vans not packed at the piers by ILA crews will be subject to binding arbitration.

Some Gulf Coast locals were not parties to the settlement.

On November 8, the ILA had been presented with an AFL-CIO charter of affiliation. The waterfront organization was a member of the former AFL for 60 years until its expulsion in 1953, after failing to institute reforms to rid itself of racketeering.

A weeklong strike of printers, which had shut down six Boston daily newspapers, was resolved on November 13 by acceptance of an offer to arbitrate the wage dispute.

ANTIPICKETING PROVISIONS of the Landrum-Griffin act were invoked by the National Labor Relations Board General Counsel on November 19. The Retail Clerks in Alton, Ill., were enjoined from picketing a clothing store where the employees had rejected the union in an NLRB election. In Dallas, the Teamsters were also charged with recognition picketing—banned under the law if performed within a year following an election.

The NLRB on November 20 issued rules governing voting rights of strikers in representation elections. Prior to the new law, replaced strikers were ineligible to vote if the strike was over economic issues. Under the new rules, strikers discharged for just cause (e.g., misconduct or violence) are still ineligible. All other strikers, as well as their replacements, in an election held within a year of the start of the strike, can vote on a challenged ballot basis. If their votes are de-

cisive in the outcome, NLRB will then decide the issue.

A Federal district court of appeals on November 25 reversed an NLRB decision which had declared a contract between the International Typographical Union and the Honolulu Star-Bulletin illegal because it contained what was tantamount to a closed-shop hiring clause. The Board had ordered two discharged employees reinstated with back pay and all dues and assessments levied by the union for 6 months returned to members. It was pointed out by the court that nonunion men had in fact been hired and that the Board's reasoning that union rules rather than contract terms might govern employment policy was "a complete non sequitur." However, the court did uphold reinstatement of one of the discharged men. The case is significant because of its bearing on other contracts held by the union.

BY REFUSING TO REVIEW, the United States Supreme Court on November 16 upheld a circuit court of appeals decision that the monitors appointed to oversee administration of the Teamsters union had authority to institute reforms. Armed with subpoena power obtained on November 24 from the Federal district court which appointed them, the monitors have proceeded with their announced plan to seek removal of James R. Hoffa, president, and Owen Bert Brennan, a vice president, from office on charges of mishandling union funds. The specific initial charge against Mr. Hoffa is use of \$500,000 of his local union's resources as collateral for a loan to a real estate firm in which he had an interest.

On December 2, the Teamsters announced that members would henceforth ignore organizational and recognition picket lines because of possible legal infractions of the Landrum-Griffin law. Primary picket lines will be respected if the striking union will "indemnify" the Teamsters for costs of the consequences. "Why should we pay and jeopardize ourselves when we were the only union to fight the law," Mr. Hoffa stated.

Two Baltimore members of the Carpenters on November 30 brought suit in an Indianapolis court to remove Maurice A. Hutcheson and other officers of the union for misconduct under terms of the new labor reform law. They also requested court-appointed monitors.

City Families as Givers

EDITOR'S NOTE.—*How American Buying Habits Change*, published in 1959 by the U.S. Department of Labor, drew on the Bureau of Labor Statistics expenditure surveys during the 20th century to depict changing spending habits of urban families. This article employs almost unknown data from the same sources—particularly the 1950 survey—to analyze city families' patterns of giving to religious and private welfare organizations.

HELEN H. LAMALE AND JOSEPH A. CLORETY, JR.*

SHARING OF OUR MATERIAL WEALTH has a strong tradition in the basic religious beliefs on which the Nation was founded. The Biblical admonition to give a tithe is followed by some families, and encouragement to give more is reflected in the provisions of the Federal income tax law which permit a deduction of 20 percent (under some circumstances, 30 percent) for gifts to churches and various private welfare activities. Although families on the average fall far short of this 10-percent goal, they contribute regularly and generously to these institutions. Also, giving by Americans is not limited to a sharing of material wealth. Time and talents are freely donated to church and charity, which in many areas are completely dependent upon volunteer work.

The income, spending, and saving of American families have been surveyed, analyzed, and publicized in detail in recent years, but relatively little systematic study has been made of the characteristics of giving by families. Valuable source data for evaluating the total spending of the economy for religious and welfare purposes and the trend in such spending over the years are available from published summaries based upon the financial records of religious and welfare organizations and from U.S. Department of Commerce estimates published as a part of its studies of national income and expenditures.¹ Insofar as the spending of religious and private welfare agencies is financed by gifts of individuals—and it largely is—these estimates provide an indirect measure of family giving. But these estimates cannot answer

the question often asked: What are the characteristics of the giving of families and individuals, i.e., their giving patterns?

Studies of family incomes, expenditures, and savings conducted by the Bureau of Labor Statistics at irregular intervals since 1888, when summarized separately for families of different characteristics, contain a wealth of data on this subject. This article is designed primarily to summarize the data from these studies to describe the giving habits of city families.²

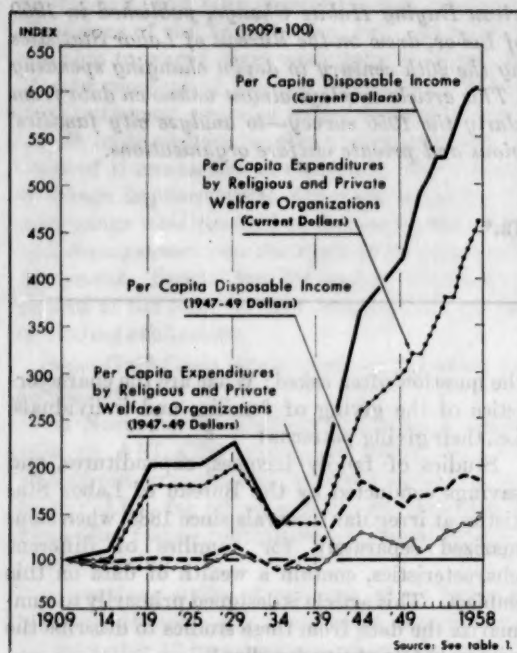
*Of the Division of Prices and Cost of Living, Bureau of Labor Statistics.

¹ National Income—A Supplement to the Survey of Current Business, 1954 ed., table 30, p. 208, and U.S. Income and Output, 1958 (U.S. Department of Commerce), table II-4, p. 151. For an explanation of these estimates, see footnote 1, table 1.

² Data on family income and contributions to religious and welfare organizations used in this article are from the following sources, unless otherwise specified:

- 1901..... An Investigation into the Cost of Living of Workers' Families in Principal Industrial Areas, 18th Annual Report of the Commissioner of Labor, 1903.
- 1917-19..... Cost of Living in the United States, BLS Bull. 257 (1919).
- 1934-36..... Money Disbursements of Wage Earners and Clerical Workers, Summary Volume, BLS Bull. 628 (1941).
- 1935-36..... Consumer Purchases Study, conducted by the Bureau of Labor Statistics and the Bureau of Home Economics, U.S. Department of Agriculture, published in Family Expenditures in the United States, Statistical Tables and Appendices (Washington, D.C., National Resources Committee, 1941).
- 1941..... Family Spending and Saving in Wartime, BLS Bull. 822 (1945), and Rural Family Spending and Saving in Wartime, U.S. Department of Agriculture, Misc. Publication 529 (1943).
- 1950..... Study of Consumer Expenditures, Incomes, and Savings, conducted by the Bureau of Labor Statistics (Philadelphia, University of Pennsylvania, 1956-57), vol. XI.
- 1955..... U.S. Census of Agriculture, 1954: Farmers' Expenditures, U.S. Department of Agriculture, vol. III, pt. 11.

Chart 1. Indexes of Disposable Personal Income and Expenditures by Religious and Private Welfare Organizations, 1909-58



Trends Over the Half Century

Despite their limitations, the most nearly continuous, complete record of giving is provided by the estimates which have been made by the U.S. Department of Commerce for 1929 and subsequent years. Dewhurst and Associates compiled estimates for selected earlier years back to 1909.³ These estimates represent expenditures by religious and private welfare organizations rather than contributions to such agencies; yet for measuring the trend since 1909, it is reasonable to assume that over such a period, religious and welfare group spending equates with the gifts and contributions made to them by American families.⁴

To eliminate the effect of the more than 90-percent increase in population over the half century, the aggregate data have been calculated on a per capita basis. Salient figures for 1909, 1934, and 1958 suggest the main features of the changing

relationships of expenditures for religious and private welfare to income as follows:

	Average per person in 1947-49 dollars		
	1909	1934	1958
Disposable personal income.....	\$795	\$719	\$1,479
Expenditures by religious and welfare organizations.....	13	12	19

In constant dollars (using the Consumer Price Index, for lack of a more appropriate deflator of these figures, to remove effects of changes in the purchasing power of the dollar), the increase in income is 86 percent and in spending for religion and private welfare, 46 percent.

Obviously, religious and welfare organizations received a smaller share of income (1.3 percent) in 1958 than in either 1909 or 1934 (both 1.7 percent). The portion of income devoted to giving was consistently higher in the first 25 years, but fell off sharply after the 1930's, with the 1958 proportion the highest since 1939. (See table 1.)

As related to 1909, income and giving rose and fell much in concert over the period 1909-39, but the trends diverged appreciably from 1940 forward. (See chart 1.) In this respect, it is important to recognize that many of the needs met by private welfare organizations in the years prior to 1940 are now covered by government programs through tax funds or by private industry under terms of wage contracts.⁵

The family survey data for years prior to 1941 provide only a rough indication of the trend in family giving, but are helpful for analyses of differences between two groups of city families (table 2) and among urban, rural nonfarm, and rural farm families (table 3). The most impor-

³ J. Frederick Dewhurst and Associates, *America's Needs and Resources, A New Survey* (New York, Twentieth Century Fund, 1955), appendix table 4-4.

⁴ This assumption is partly substantiated by a recent study which indicated that "nearly three-fourths of the money given for private philanthropy and welfare in recent years came from individuals. The next largest source was income received from investment of welfare funds and rental of facilities. The rest came about equally from bequests, and from donations from business firms and foundations." Thomas R. Carskadon and George Soule, U.S.A. in *New Dimensions* (New York, Macmillan Co., 1957), p. 73.

⁵ For a discussion of trends in public welfare, see Dewhurst and Associates, *op. cit.*, pp. 445-468. See, also, *Changes in Selected Health and Insurance Plans, 1954 to 1958* (in *Monthly Labor Review*, November 1958, pp. 1243-1249), and *Health and Insurance Plans Under Collective Bargaining, Accident and Sickness Benefits*, Fall 1958, BLS Bull. 1250 (1959).

tant defect arises because the earlier surveys were limited to urban wage-earner and clerical-worker families. Other limitations impair comparability over time. For example, the 1934-36 survey relates to large cities only, while those for other years include cities of all sizes. Nevertheless, the survey data exhibit a general similarity with respect to the relationship of giving to income obtained from aggregate estimates. The ratios of giving to income in the survey data for years prior to 1941, 1.2 percent in 1901 and 1934-36, and 0.8 percent in 1917-19, are all lower than when estimated from the aggregate spending of religious and private welfare agencies. This is in part explained by the fact that only wage and lower salaried clerical workers were included in these studies.

The survey data for 1941 and 1950 covered all sizes of cities and all types of families and individuals. The percents of income contributed to religious and private welfare organizations obtained from these surveys (1.6 percent in 1941 and 1.7 percent in 1950) are higher than those derived from the aggregate estimates (1.4 percent and 1.2 percent, respectively). Disposable personal income, as defined for the aggregate estimates, includes nonmoney income, such as the net rental value of owned homes, value of home-produced food, etc. In the surveys summarized in table 2, income is defined as money income, as is customary in family budgeting. With such a definition, giving may be expected to represent a higher percentage of income.

Survey data for 1935-36, covering all U.S. families, both urban and rural, are shown in table 3. In this study, income included both money and nonmoney items, and the percent of income contributed to religious and private welfare organizations (1.3 percent) was very similar to the aggregate estimates for those years (1.5 and 1.4 percent, respectively).

All city families gave an average of \$22 (in current dollars) to religious and welfare activities in 1935-36, as compared with \$38 in 1941 and \$67 in 1950. Giving for these families represented 1.6

percent of money income in 1941 and 1.7 percent in 1950. In the 1935-36 and 1941 surveys, rural families reported giving a higher percentage of income to religious organizations than did city families, but a lower percentage of income to private welfare agencies. The total giving as a percent of income, however, was about the same for urban and rural families. In 1950, 74 percent of the city families reported average contributions of \$70 to religious organizations, and 76 percent of the families gave an average of \$19 to private welfare agencies. Total giving of families who contributed amounted to 2.3 percent of income.

Giving for Religion

In a survey of the civilian population conducted by the Bureau of the Census in March 1957, respondents were asked, "What is your religion?" Ninety-six percent of all persons 14 years and older reported a religion, 3 percent stated they had no religion, and 1 percent made no report.⁶ Persons reporting a religion included both those who maintained a formal affiliation with a reli-

TABLE 1. EXPENDITURES OF RELIGIOUS AND PRIVATE WELFARE ORGANIZATIONS,¹ SELECTED YEARS, 1909-58

Year	Total expenditures (millions)	Per capita expenditures				Percent of disposable income
		Average		Index (1909=100)		
		Current dollars	1947-49 dollars	Current dollars	1947-49 dollars	
1909.....	\$465	\$5	\$13	100	100	1.7
1914.....	465	5	12	100	92	1.5
1919.....	923	9	12	180	92	1.5
1925.....	1,011	9	12	180	92	1.5
1929.....	1,194	10	14	200	108	1.5
1934.....	870	7	12	140	92	1.7
1939.....	938	7	12	140	92	1.3
1944.....	1,967	13	17	260	131	1.2
1949.....	2,235	15	16	300	115	1.2
1950.....	2,364	16	16	320	123	1.3
1951.....	2,483	16	14	330	108	1.1
1952.....	2,606	17	15	340	115	1.1
1953.....	2,778	18	16	360	123	1.1
1954.....	2,988	19	17	380	131	1.2
1955.....	3,106	19	17	390	131	1.1
1956.....	3,465	21	18	420	136	1.2
1957.....	3,709	22	18	440	139	1.2
1958.....	3,930	23	19	460	146	1.3

¹ Comprises religious bodies, social welfare and foreign relief agencies, political organizations, museums and libraries, and foundations (except foundation expenditures for education and research). The estimates represent current expenditures (including depreciation but excluding relief payments within the United States) and are net of receipts accounted for separately in consumer expenditures, such as receipts from meals, rooms, and entertainments.

SOURCE: Data for 1909, 1914, 1919, and 1925 derived from appendix table 4-4, *America's Needs and Resources, A New Survey* (New York, Twentieth Century Fund, 1955); for 1929 through 1958, from *Personal Consumption Expenditures Series*, U.S. Department of Commerce.

⁶ Religion Reported by the Civilian Population of the United States: March 1957, Current Population Reports, Population Characteristics, Series P-20, No. 79, U.S. Bureau of the Census.

TABLE 2. CONTRIBUTIONS TO RELIGIOUS AND WELFARE ORGANIZATIONS BY CITY FAMILIES IN 1901, 1917-19, 1934-36, 1941, AND 1950

Item	Wage and clerical worker families				All city families	
	1901	1917-19	1934-36	1950	1941	1950
Average income.....	\$827	\$1,513	\$1,524	\$3,714	\$2,372	\$3,910
Total contributions to religious and welfare organizations:						
Average amount for all families.....	\$10	\$11	\$18	\$52	\$38	\$67
Percent of income.....	1.2	0.8	1.2	1.4	1.6	1.7
Contributions to religious organizations:						
Average amount for all families.....	\$8	\$10	\$16	\$43	\$28	\$52
Percent of families contributing.....	80	72	74	76	68	74
Average amount per contributing family.....	\$9	\$14	\$21	\$56	\$41	\$70
Percent of income for families contributing.....	1.2	0.9	1.4	1.5	1.7	1.8
Contributions to welfare organizations:						
Average amount for all families.....	\$2	\$1	\$3	\$9	\$10	\$15
Percent of families contributing.....	51	30	55	78	62	76
Average amount per contributing family.....	\$5	\$4	\$5	\$12	\$16	\$19
Percent of income for families contributing.....	0.6	0.3	0.3	0.4	0.7	0.5

¹ The percent of families contributing, which is estimated from one category of welfare contributions, may understate percent contributing to at least one welfare organization. Thus, the average amount per contributing

family and the percent of income contributed may be overstated slightly.

SOURCE: See text footnote 2.

religious organization (members) and those who associated themselves with such a group and reported its name. Statistics compiled for the Yearbook of American Churches estimated the total number of members of all religious bodies, as follows: 1956—103 million, or about 62 percent of the population; 1950—87 million, or 57 percent; 1940—65 million, or 49 percent; and 1926—55 million, or 47 percent.⁷ Data on church membership in earlier years are not strictly comparable, but it appears that membership in churches averaged about 40 percent during the first decade of this century.

The percent of families reporting contributions to religious organizations in BLS surveys has always been higher than these percentages of membership. Among city wage and clerical-worker

families, 80 percent reported giving for religious activities in 1901, 72 percent in 1917-19, 74 percent in 1934-36, and 76 percent in 1950. Although these data do show successive increases from the 1917-19 survey, the increases are very much less marked than the increases in church membership for the Nation as a whole, and indicate a rather stable rate of participation in religious giving by this group of urban families throughout the half century.

Similar data for all city families, including 1-person families, are not available for earlier years, but the increased participation in religious activities during and after World War II, indicated by

⁷ Yearbook of American Churches—Information on All Faiths in the U.S.A. (New York, National Council of the Churches of Christ in the U.S.A.) 1958 ed., pp. 286 and 287.

TABLE 3. CONTRIBUTIONS TO RELIGIOUS AND WELFARE ORGANIZATIONS BY URBAN AND RURAL FAMILIES, 1935-36, 1941, 1950, AND 1955

Item	1935-36				1941				1950	1955
	All U.S. families	Urban families	Rural families		All U.S. families	Urban families	Rural families		Urban families	Farm operator families
			Non-farm	Farm			Non-farm	Farm		
Average income (money and nonmoney) before taxes ¹	\$1,622	\$1,885	\$1,400	\$1,215						
Average money income after taxes.....					\$1,948	\$2,372	\$1,300	\$1,130	\$3,910	\$3,309
Contributions to religious and welfare organizations:										
Average amount for all families.....	\$21	\$22	\$22	\$13	\$30	\$38	\$20	\$16	\$67	\$94
Percent of income ²	1.3	1.2	1.6	1.1	1.5	1.6	1.5	1.4	1.7	2.8
Contributions to religious organizations:										
Average amount for all families.....	\$17	\$17	\$19	\$12	\$24	\$28	\$19	\$15	\$52	\$84
Percent of income ²	1.0	0.9	1.4	1.0	1.2	1.2	1.4	1.4	1.3	2.5
Contributions to welfare organizations:										
Average amount for all families.....	\$4	\$5	\$3	\$1	\$6	\$10	\$1	\$1	\$15	\$10
Percent of income ²	0.2	0.3	0.2	0.1	0.3	0.4	0.1	0.1	0.4	0.3

¹ Average income for 1935-36 was defined to include such nonmoney income as the net value of occupancy of owned homes, net imputed value of home-produced food, etc. Thus, the percents of income for contributions are lower

than if based on money income as in subsequent years.

² Total money expenditures; average money income not available.

SOURCE: See text footnote 2.

the membership figures, are reflected in the BLS survey data for all city families in 1941 and 1950. In 1941, 68 percent of the families reported giving to religious groups as compared with 74 percent in 1950: The average amount contributed by all families (including those who did not contribute) was \$28 in 1941 and \$52 in 1950. The average contribution of those who gave increased from \$41 in 1941 to \$70 in 1950, or 1.7 and 1.8 percent of after-tax income, respectively.

* Ibid., 1950 ed., p. 292.

There has been no comparable survey since 1950, but data on contributions per member of 11 major Protestant denominational groups (each with a membership of 500,000 or more) indicate that giving to churches increased about 86 percent between 1950 and 1957.⁸ Since average income during this period increased about 40 percent, it is reasonable to assume that the percent of income given to churches has also increased significantly during recent years.

The 1950 BLS survey reports on giving are summarized in table 4 for families of various charac-

TABLE 4. CONTRIBUTIONS TO RELIGIOUS AND WELFARE ORGANIZATIONS IN 1950 BY CITY FAMILIES OF VARIOUS CHARACTERISTICS

Characteristics	1950 income after taxes	Total giving for religion and welfare		Contributions to -							
		Average amount, all families	Percent of income	Religious organizations				Welfare organizations			
				Average amount, all families	Percent of families contributing	Per contributing family		Average amount, all families	Percent of families contributing	Per contributing family	
						Average amount	Percent of income			Average amount	Percent of income
All urban United States.....	\$3,910	\$67	1.7	\$52	74	\$70	1.8	\$15	76	\$19	0.5
REGION AND CITY TYPE											
North.....	\$4,051	\$68	1.7	\$51	76	\$66	1.6	\$17	78	\$21	0.5
Large cities.....	3,958	63	1.6	49	75	64	1.6	14	75	19	.5
Suburbs.....	4,990	91	1.9	61	82	74	1.6	30	86	35	.7
Small cities.....	3,606	59	1.6	48	72	67	1.8	11	78	14	.4
South.....	3,432	68	2.0	57	76	75	2.2	11	70	16	.4
Large cities.....	3,514	67	1.9	56	76	74	2.1	11	71	16	.4
Suburbs.....	4,124	78	1.9	62	77	81	2.0	16	79	20	.5
Small cities.....	3,071	65	2.1	56	77	73	2.4	9	66	14	.4
West.....	3,916	63	1.6	50	66	75	2.0	13	77	18	.5
Large cities.....	3,887	62	1.6	48	66	75	1.9	14	80	18	.5
Suburbs.....	4,066	63	1.5	49	66	74	1.8	14	80	18	.4
Small cities.....	3,894	65	1.7	53	66	80	2.1	12	72	17	.4
SIZE OF CITY POPULATION											
1,000,000 or more.....	4,393	69	1.6	48	73	66	1.5	21	76	28	.6
250,000 to 1,000,000.....	3,844	64	1.7	50	76	66	1.7	14	77	18	.5
30,000 to 250,000.....	3,860	71	1.8	58	73	79	2.1	13	77	17	.4
Under 30,000.....	3,484	65	1.9	55	72	76	2.2	10	73	14	.4
FAMILY INCOME											
Under \$1,000.....	614	20	3.3	18	57	32	5.2	2	38	5	.8
1,000 to 2,000.....	1,532	25	1.6	22	62	35	2.3	3	55	5	.3
2,000 to 3,000.....	2,534	40	1.6	34	69	49	1.9	6	73	8	.3
3,000 to 4,000.....	3,487	53	1.5	44	75	69	1.7	9	82	11	.3
4,000 to 5,000.....	4,492	69	1.5	56	81	69	1.5	13	86	15	.3
5,000 to 6,000.....	5,449	89	1.6	72	82	88	1.6	17	89	19	.3
6,000 to 7,500.....	6,618	108	1.6	85	83	102	1.5	23	90	26	.4
7,500 to 10,000.....	8,434	147	1.7	110	83	133	1.6	37	90	41	.5
10,000 and over.....	15,914	407	2.6	225	82	274	1.7	182	86	212	.3
FAMILY SIZE											
1 person.....	1,995	36	1.9	29	61	48	2.5	7	62	11	.6
2 persons.....	3,601	65	1.8	50	71	70	1.9	15	77	19	.5
3 persons.....	4,221	70	1.7	53	77	69	1.6	17	80	21	.5
4 persons.....	4,793	77	1.6	60	79	75	1.6	17	82	21	.4
5 persons.....	4,981	87	1.7	68	82	83	1.7	19	78	24	.5
6 or more persons.....	4,948	71	1.4	61	79	76	1.5	10	73	13	.3
OCCUPATION OF FAMILY HEAD											
Self-employed.....	5,432	111	2.0	81	75	108	2.0	30	76	39	.7
Salaries professionals, officials.....	5,406	113	2.1	82	79	103	1.9	31	88	35	.6
Clerical and sales.....	4,077	69	1.7	54	79	68	1.7	15	87	17	.4
Skilled wage earner.....	4,219	57	1.4	47	80	59	1.4	10	83	12	.3
Semiskilled wage earner.....	3,673	47	1.3	39	73	63	1.4	8	78	10	.3
Unskilled wage earner.....	2,539	37	1.3	32	70	46	1.6	5	66	8	.6
Not gainfully employed.....	2,232	49	2.2	41	65	63	2.8	8	56	14	.5

SOURCE: See text footnote 2.

teristics. These data reveal some very interesting variations in the giving habits of city families.

Although the percent of families giving to churches in 1950 was about the same in large and small cities, the average contribution in cities of less than 250,000 population was higher than in larger places (\$58 in places of 30,000 to 250,000 and \$55 in places under 30,000, as compared to \$50 in cities of 250,000 to 1,000,000 and \$48 in cities of 1,000,000 or more). This indicates that there was a larger average gift per contributing family in the smaller cities (\$79 and \$76, respectively) than in the larger places (\$66 in both large city classes). Since the average income in small cities is lower

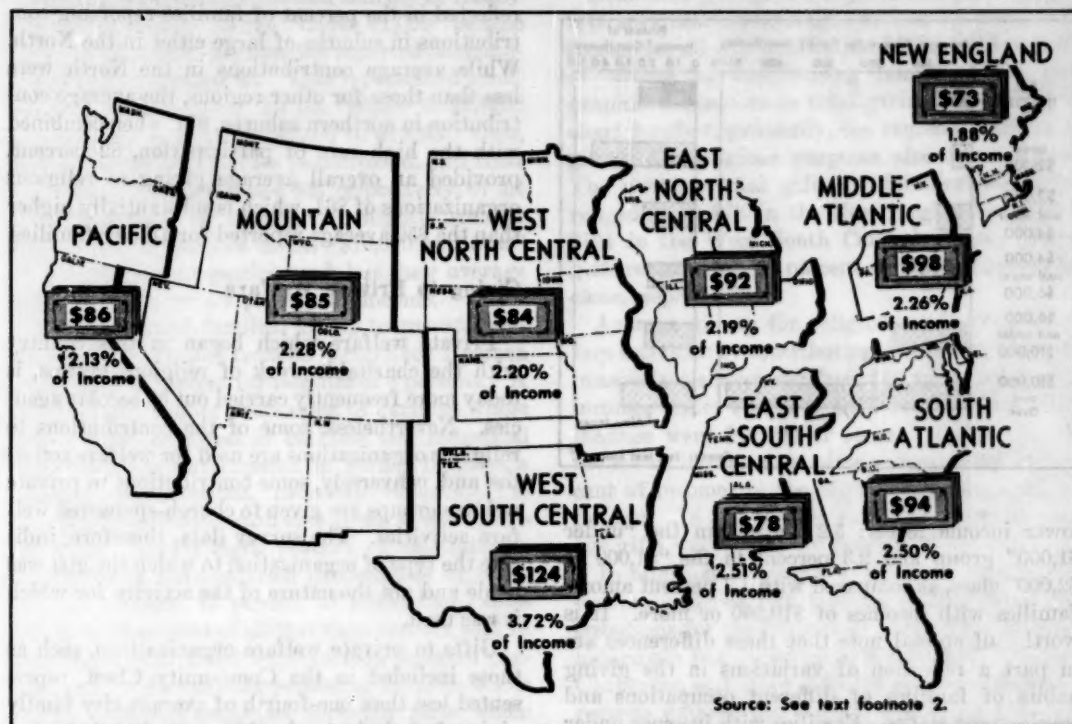
than in the large cities, the percents of income given (2.1 and 2.2) in cities under 250,000 were higher than in the places of 250,000 and over (1.7 and 1.5 percent).

There were also distinct geographic differences in giving of city families to churches: The average contribution in the South (\$57) was higher than in either the North (\$51) or West (\$50), despite the fact that the average income in the South (\$3,432) was lower than in either of the other two regions (\$3,916 in the West and \$4,051 in the North). The high average contribution in the South reflected both a high rate of contributing (76 percent of the families) and a high average

TABLE 5. VARIATIONS IN PERCENTAGE OF INCOME AFTER TAXES CONTRIBUTED TO RELIGIOUS ORGANIZATIONS BY FAMILIES REPORTING SUCH CONTRIBUTIONS IN 91 CITIES, BY CITY-SIZE, AND REGION, 1950

City size and region	Less than 1.24 percent	1.25-1.74 percent	1.75-2.24 percent	2.25-2.74 percent	2.75 or more percent
Total, 91 cities			U.S. average..... 1.79		
Cities of 2,500,000 or more		Chicago, Ill..... 1.54 Los Angeles, Calif..... 1.46 New York, N.Y..... 1.39 Philadelphia, Pa..... 1.64	Newark, N.J..... 1.88		
Cities of 1,000,000 to 2,500,000		Baltimore, Md..... 1.70 Boston, Mass..... 1.25 Cleveland, Ohio..... 1.36 Pittsburgh, Pa..... 1.46 San Francisco, Calif..... 1.38 St. Louis, Mo..... 1.51			
Cities of 250,000 to 1,000,000		Hartford, Conn..... 1.38 Miami, Fla..... 1.53 Milwaukee, Wis..... 1.54 Minneapolis, Minn..... 1.51 New Orleans, La..... 1.43 Norfolk, Va..... 1.62 Omaha, Nebr..... 1.50 Providence, R.I..... 1.27 Scranton, Pa..... 1.61 Youngstown, Ohio..... 1.56	Atlanta, Ga..... 2.05 Cincinnati, Ohio..... 1.89 Kansas City, Mo..... 1.97 Louisville, Ky..... 1.80 Portland, Oreg..... 2.01 Seattle, Wash..... 2.15	Birmingham, Ala..... 2.48 Indianapolis, Ind..... 2.59	
Cities of 30,000 to 250,000	Madison, Wis..... 1.07 Tucson, Ariz..... 1.17	Bakersfield, Calif..... 1.71 Bangor, Maine..... 1.35 Bloomington, Ill..... 1.66 Butte, Mont..... 1.35 Des Moines, Iowa..... 1.65 Middletown, Conn..... 1.47 Portland, Maine..... 1.55	Albuquerque, N. Mex..... 1.78 Canton, Ohio..... 1.89 Charleston, S.C..... 1.88 Charleston, W. Va..... 1.98 Cumberland, Md..... 2.10 Phoenix, Ariz..... 1.79 Sioux Falls, S.Dak..... 1.78 Wilmington, Del..... 1.90	Evansville, Ind..... 2.31 Huntington, W. Va..... 2.29 Jackson, Miss..... 2.65 Newark, Ohio..... 2.31 Ogden, Utah..... 2.41 Oklahoma City, Okla..... 2.70 San Jose, Calif..... 2.36	Charlotte, N.C..... 3.12 Little Rock, Ark..... 3.14 Lynchburg, Va..... 3.41 Salt Lake City, Utah..... 2.81 Wichita, Kans..... 2.83
Cities under 30,000	Demopolis, Ala..... 1.22 Elko, Nev..... .67 Santa Cruz, Calif..... 1.21	Barre, Vt..... 1.55 Garrett, Ind..... 1.66 Grand Junction, Colo..... 1.36 Grinnell, Iowa..... 1.64 Laconia, N.H..... 1.70 Nanty-Glo, Pa..... 1.72 Ravenna, Ohio..... 1.70 Shenandoah, Iowa..... 1.69 Washington, N.J..... 1.55	Antioch, Calif..... 1.78 Cheyenne, Wyo..... 2.07 Cooperstown, N.Y..... 2.17 Grand Forks, N. Dak..... 1.85 Grand Island, Nebr..... 1.91 Middletown, Ky..... 1.99 Pulaski, Va..... 1.83 Salina, Kans..... 2.09 Sandpoint, Idaho..... 2.21	Columbia, Tenn..... 2.65 Fayetteville, N.C..... 2.58 Glendale, Ariz..... 2.38 Lodi, Calif..... 2.28 Rawlins, Wyo..... 2.30 Roseburg, Oreg..... 2.32 Shawnee, Okla..... 2.70	Anna, Ill..... 3.39 Camden, Ark..... 3.25 Dalhart, Tex..... 4.37 Madill, Okla..... 2.81 Pecos, Tex..... 4.84
Distribution of cities by region					
Northeast	0	14	2	0	0
North Central	1	13	7	3	2
South	1	4	8	7	7
West	3	5	7	6	1
Total, 91 cities	5	36	24	16	10

Chart 2. Average Amount and Percent of Income Contributed to Religious and Welfare Organizations by Contributing Families, by Geographic Region, 1950



contribution per family giving (\$75). Contributing families in the West gave the same average gift as those in the South, but only 66 percent gave. In the North, the same percent of families participated (76 percent) as in the South, but their contribution was smaller (\$66). The percent of income of contributing families was 2.2 in the South, 2.0 in the West, and 1.6 in the North.

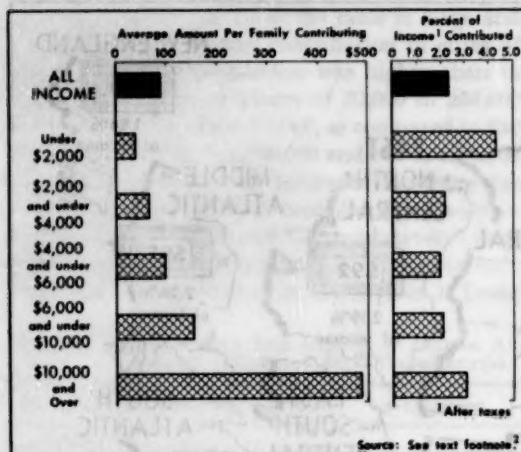
These geographic and city-size patterns of giving to churches are clearly indicated in the summary of the percents of income given to religious organizations in 91 individual cities (table 5). On the average, all U.S. city families who contributed to religious organizations gave 1.79 percent of their money income after personal taxes. Contributing families in all of the urbanized areas of 1 million and over, except the Newark, N.J., area, gave a smaller proportion than this nationwide average. Newark families reported a slightly higher percent (1.88 percent). All cities

in which the average family gift to religious organizations was 2.75 percent of income or more had populations of less than 250,000.

Of the 91 cities, 44 fell below the national average percent of income given to religious activities. Of these 44 cities, 29 were in the Northeast and North Central regions, 10 were in the West, and 5 were in the South. In part, this grouping reflects the preponderance of large urban areas in the North.

Significant differences in giving to religious activities were also evident among families at different income levels. As might be expected, the percent of families contributing and the average amount contributed increased successively as incomes increased, from 57 percent and \$32 for the "under \$1,000" income group, to 82 percent and \$274 for the "\$10,000 and over" income families. These gifts, however, represented a substantially higher proportion of income for families at the

Chart 3. Contributions of City Families to Religious and Welfare Organizations by Income Class, 1950



lower income levels: 5.2 percent in the "under \$1,000" group and 2.3 percent in the "\$1,000 to \$2,000" class, as compared with 1.7 percent among families with incomes of \$10,000 or more. It is worthy of special note that these differences are in part a reflection of variations in the giving habits of families of different occupations and employment status. Families with incomes under \$2,000 in 1950 were predominantly older retired families. Although a smaller than average proportion of families at these income levels contributed to religious organizations, their average gift was substantially higher than the average for employed workers in these income classes. Family heads who were not gainfully employed averaged 64 years of age, as compared with an average age of family head of 48 years for unskilled workers. Apparently, families of retired persons continue to contribute to religious organizations at a level which reflects their giving habits before retirement.

The proportion of families contributing to religious organizations increased with family size, from 61 percent of the 1-person families to 82 percent of the 5-person families and 79 percent for families of 6 or more persons. Larger families also reported larger average contributions, although their giving represented a somewhat smaller share of income than the gifts of 1- and

2-person families. The greater participation of higher income families and of larger families is reflected in the percent of families reporting contributions in suburbs of large cities in the North. While average contributions in the North were less than those for other regions, the average contribution in northern suburbs, \$74, when combined with the high rate of participation, 82 percent, provided an overall average giving to religious organizations of \$61, which is substantially higher than the \$52 average reported for all city families.

Giving to Private Welfare

Private welfare which began in this country with the charitable work of religious groups, is today more frequently carried out by secular agencies. Nevertheless, some of the contributions to religious organizations are used for welfare activities and, conversely, some contributions to private welfare groups are given to church-sponsored welfare activities. The survey data, therefore, indicate the type of organization to which the gift was made and not the nature of the activity for which it was used.

Gifts to private welfare organizations, such as those included in the Community Chest, represented less than one-fourth of average city family giving for religion and welfare. A slightly higher proportion of families (76 percent) reported contributions to such organizations than reported giving for religious activities (74 percent). However, the average contribution for participating families was \$19, as compared with the \$70 given for religious purposes. This represented about 0.5 percent of income after taxes. Patterns of giving to private welfare agencies were different from those observed for giving to religious organizations. The average family contribution in cities over 1 million population was \$28 per contributing family, representing 0.6 percent of income. In cities of less than 250,000 population, giving for welfare activities was less than the average for all cities, and the families contributed a smaller percent of income (0.4 percent).

Regional patterns in welfare giving were less distinct than for religious giving, but there was a tendency for a lower proportion of families in the South to contribute to private welfare organizations and to make less than average contributions.

As might be expected, the average contribution per contributing family and the proportion of families participating increased sharply as family income increased. In the "under \$1,000" income class, 38 percent of the families reported contributions which averaged \$5. This represented about 0.8 percent of income. In the "\$6,000 to \$7,500" income class and in the "\$7,500 to \$10,000" class, 90 percent of the families participated, and their average gifts were \$26 and \$41 respectively, or 0.4 and 0.5 percent of income. A slightly smaller proportion of families in the "\$10,000 and over" class (86 percent) participated, but their average gift was \$212, or 1.3 percent of income.

The percent of families giving to private welfare agencies ranged from 62 percent for 1-person families to 82 percent for families of 4 persons. A substantially higher proportion of families whose heads were employed in business and industrial establishments participated in giving to private welfare organizations, probably reflecting the practice of soliciting such employees at their place of work. Eighty-eight percent of the families whose heads were salaried professional or managerial workers, 87 percent of clerical and sales workers, 83 percent of skilled wage earners, and 78 percent of semiskilled wage earners reported participation. Seventy-six percent of families whose heads were self-employed reported gifts which averaged \$39, or 0.7 percent of income after taxes. Salaried professional and managerial workers' families also reported higher than average gifts (\$35), or 0.6 percent.

Patterns of Total Giving in 1950

Combined giving to religious and private welfare organizations averaged \$67, or 1.7 percent of income for all city families, and \$89, or 2.3 percent of income for contributing families. The geographic differences in total giving illustrated in chart 2 reflect, primarily, the regional pattern of giving for religious purposes already discussed. The average total gift for families who gave ranged from \$73 in the New England region to \$124 in the West South Central region. These gifts represented 1.9 percent and 3.7 percent of income, respectively.

Average giving for religious and private welfare activities by contributing families at different income levels increased from \$39 for families with incomes under \$2,000 to \$486 for families whose incomes were \$10,000 or more. (Chart 3.) In the lowest income class, giving represented 4.3 percent of income; in the highest income group, 3.0 percent. In the middle range of incomes, average gifts were about 2.0 percent of income.

In addition to giving to religious and private welfare agencies, city families in 1950 made contributions for the support of persons outside their immediate family which averaged \$34; birthday, Christmas, and other gifts for special occasions to persons outside the family, averaging \$54; and gifts of cash to other than religious or welfare agencies, averaging \$10. Over all, urban families allocated \$165 to gifts of all kinds, including those to religious and private welfare organizations.

Major Agreement Expirations and Reopenings in 1960

CORDELIA T. WARD*

IN LATE OCTOBER 1959, when this article was prepared, the steel strike, which began on July 15, 1959, had not yet been settled, agreements in the aluminum industry had been extended pending settlement of the steel dispute, bargaining on new contracts in the railroad industry had just begun, the East Coast and Gulf Coast longshoremen had gone back to work under an 80-day Taft-Hartley injunction scheduled to lapse on December 26, 1959, major copper mines were closed by strikes, and there was no public indication whether the bituminous coal agreement would be reopened before the end of the year. Thus, at the time of writing, it appeared that carryovers from 1959 could become major collective bargaining situations in 1960.

This article reviews expirations and reopenings in 1960 of major contracts in effect on January 1, 1960. Obviously, no account can be taken of the important disputes which had not been resolved by the end of October and, if settled by the end of 1959, might call for additional collective bargaining activity in 1960. With this limitation, about the largest single agreement scheduled to expire in 1960 is the national contract covering 150,000 workers in the men's clothing industry. Other major situations to be renegotiated will be in the aircraft, shipbuilding, and electrical products industries in manufacturing and in the telephone and telegraph industry in nonmanufacturing. Altogether, about half the agreements in all industries covering 5,000 or more workers expire in 1960. Most of the remaining agreements provide for deferred wage increases, possible cost-of-living adjustments, or wage reopenings.

The U.S. Department of Labor's Bureau of Labor Statistics has in its file of agreements, or from published reports, information on 349 collective bargaining contracts covering 5,000 or more workers each.¹ These agreements represent virtually all of the contracts of this size in the United States. The 349 contracts cover more than 6 million workers, or about a third of all workers under collective bargaining. Of these agreements, 248, involving 3.8 million workers, will be in effect on January 1, 1960. About 40 percent of the 6 million workers are covered in the 101 agreements which expired on or prior to December 31, 1959—including all major agreements in the primary metals and railroad industries. Necessarily, this article deals with the status of the 248 agreements known to be effective on January 1, 1960.

As noted in previous reports, the overwhelming majority of major agreements are negotiated for terms longer than 1 year. Eighty percent of the 246 agreements with fixed durations were to run for 2 years or longer; and a duration of 4 years and over was specified in about 15 percent (table 1).

All but 34 of the 248 major agreements provided for possible wage adjustments by including deferred wage increases or cost-of-living clauses, or by permitting wage reopenings either at a fixed date or under specified conditions. Frequently, particularly in long-term agreements, more than one type of wage adjustment was stipulated, as the following tabulation indicates:

	Agreements	Workers
Wage reopening only.....	50	731, 700
Escalator clause only.....	2	11, 000
Deferred increase only.....	80	742, 700
Wage reopening and deferred increase.....	22	359, 800
Escalator clause and deferred increase.....	46	1, 196, 300
Wage reopening, escalator clause, and deferred increase.....	14	262, 400

Twenty of the 34 agreements which did not provide for a wage adjustment were in the telephone industry where short-term agreements (18 months or less) are the rule.

* Of the Division of Wages and Industrial Relations, Bureau of Labor Statistics.

¹ Although the Bureau does not collect railroad and airline agreements, information for 3 key railroad and 5 airline bargaining situations has been included in this study.

TABLE 1. DURATION, WAGE-REOPENING, AND WAGE-ADJUSTMENT PROVISIONS OF AGREEMENTS COVERING 5,000 OR MORE WORKERS, IN EFFECT JANUARY 1, 1960

Duration ¹	Totals ²		Agreements with provisions for—					
	Number of agreements	Number of workers (thousands)	Wage reopening		Automatic cost-of-living review		Deferred wage increase	
			Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands) ³
Total	248	3,754.6	86	1,353.9	62	1,400.7	102	2,561.3
1 year	12	148.1	3	20.8	—	—	—	—
Over 1 and less than 2 years	38	424.3	3	70.8	1	12.2	12	187.4
2 years	72	704.7	18	172.2	19	201.6	54	519.9
Over 2 and less than 3 years	28	794.8	4	24.0	12	730.6	20	775.8
3 years	66	858.5	29	527.9	15	136.8	46	453.5
Over 3 and less than 4 years	3	21.0	2	16.0	1	8.0	3	21.0
4 years	4	66.6	3	57.1	—	—	2	44.5
Over 4 and less than 5 years	8	116.1	4	28.6	4	83.5	6	102.1
5 years	17	283.6	13	212.6	3	36.0	12	233.0
Over 5 years	8	292.0	7	209.0	7	274.0	7	274.0
Open end (no fixed term) ⁴	2	14.9	2	14.9	—	—	—	—

¹ In classifying agreements by duration for this study, a 1-month leeway was observed; e.g., agreements with terms of 23 or 25 months were grouped with agreements of 2 years' duration.

² Sums of individual wage provision items may exceed totals, since agreements frequently provide for more than one wage action. Possible wage

reopenings, automatic cost-of-living reviews, and deferred increases scheduled prior to termination date are counted for contracts terminating in 1960.

³ Refers to all workers covered by agreements, including instances where deferred increases were granted to specific groups or occupations only.

⁴ Subject to negotiation at any time.

TABLE 2. AGREEMENTS COVERING 5,000 OR MORE WORKERS IN EFFECT JANUARY 1, 1960, PROVIDING FOR TERMINATION, WAGE REOPENING, OR WAGE ADJUSTMENT IN 1960, BY INDUSTRY GROUP

Industry	Current agreements available ¹		Agreements with provisions in 1960 for—										Current agreements not available	
			Termination		Wage reopening		Automatic cost-of-living review		Deferred wage increase					
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands) ²	Agreements	Workers (thousands)
All industries.....	248	3,754.6	122	1,571.6	28	498.9	29	564.3	56	1,420.0	53	1,562.1	101	2,486.9
Manufacturing.....	118	2,174.5	53	854.9	11	232.5	20	328.9	45	1,188.5	38	961.2	56	833.3
Ordnance and accessories.....	2	13.4	2	13.4	—	—	—	—	2	13.4	—	—	—	—
Food and kindred products.....	9	110.4	4	71.0	—	—	1	7.4	1	14.0	5	39.4	7	62.9
Tobacco manufactures.....	—	—	—	—	—	—	—	—	—	—	—	—	1	7.6
Textile-mill products.....	4	34.0	2	17.0	1	5.0	1	9.5	—	—	—	—	1	8.0
Apparel.....	16	394.9	5	206.0	4	26.8	9	196.6	—	—	—	—	2	17.0
Lumber and wood products (except furniture).....	3	38.0	—	—	—	—	—	—	—	—	3	38.0	—	—
Paper and allied products.....	2	33.0	1	20.0	—	—	—	—	—	—	1	13.0	—	—
Printing, publishing, and allied industries.....	2	12.5	1	7.5	—	—	—	—	—	—	1	6.0	1	6.0
Chemicals and allied products.....	3	19.5	1	5.3	—	—	1	5.3	1	6.2	2	14.2	—	—
Products of petroleum and coal.....	2	19.1	—	—	—	—	2	19.1	—	—	—	—	2	10.9
Rubber and miscellaneous plastics products.....	5	85.0	—	—	1	5.0	4	80.0	—	—	—	—	—	—
Leather and leather products.....	5	33.0	3	22.0	—	—	2	11.0	—	—	—	—	—	—
Stone, clay, and glass products.....	4	36.0	3	26.0	—	—	—	—	—	—	1	10.0	—	—
Primary metal industries.....	1	5.0	—	—	—	—	—	—	—	—	1	5.0	24	541.3
Fabricated metal products.....	1	6.0	—	—	—	—	—	—	—	—	—	—	4	50.8
Machinery (except electrical).....	8	132.6	1	12.2	—	—	—	—	7	127.0	7	130.4	3	15.2
Electrical machinery, equipment, and supplies.....	12	247.7	7	182.7	2	25.0	—	—	7	196.0	3	40.0	4	40.0
Transportation equipment.....	36	681.9	22	266.8	2	164.0	—	—	26	823.4	12	648.7	8	73.6
Instruments and related products.....	2	16.5	—	—	1	7.0	—	—	1	9.5	1	9.5	—	—
Miscellaneous manufacturing industries.....	1	6.0	—	—	—	—	—	—	—	—	—	—	—	—
Nonmanufacturing.....	130	1,580.1	69	716.7	17	266.1	9	235.4	11	231.5	45	610.9	45	1,653.6
Mining, crude-petroleum, and natural-gas production.....	1	20.0	1	20.0	—	—	—	—	—	—	—	—	4	211.3
Transportation.....	21	354.9	5	46.7	4	72.0	7	212.5	10	222.5	14	268.7	8	132.8
Railroads and airlines ²	5	34.6	5	34.6	—	—	—	—	—	—	—	—	3	1,038.0
Communications.....	27	360.5	27	360.5	—	—	—	—	—	—	1	12.0	8	90.3
Utilities: Electric and gas.....	6	47.0	4	32.1	2	14.9	—	—	—	—	—	—	2	34.0
Wholesale and retail trade.....	7	53.0	4	26.0	2	11.5	—	—	—	—	2	21.5	5	35.6
Hotels and restaurants.....	10	108.0	3	28.0	2	10.5	—	—	—	—	6	74.5	1	12.0
Services.....	8	87.0	3	24.0	—	—	—	—	1	9.0	2	22.0	3	24.6
Construction.....	45	515.1	17	144.8	7	157.2	1	7.9	—	—	20	212.2	11	66.0

¹ See footnote 2, table 1.

² See footnote 3, table 1.

³ See text footnote 1.

TABLE 3. EXPIRATION DATES SPECIFIED IN 248 AGREEMENTS COVERING 5,000 OR MORE WORKERS¹

Year and month	Number of agreements	Number of workers (thousands)	Significant contract expirations
Total.....	248	3,754.6	
1960.....	122	1,571.7	
January.....	3	35.7	Anthracite.
February.....	6	86.7	
March.....	7	55.1	
April.....	14	138.3	Aircraft.
May.....	32	485.4	Men's clothing; aircraft; communications.
June.....	24	239.8	Communications; shipbuilding; aircraft.
July.....	3	25.9	
August.....	5	163.7	Communications.
September.....	11	107.5	
October.....	9	211.4	Electrical products.
November.....	1	5.5	
December.....	7	76.7	
1961.....	87	1,067.0	
January-June.....	56	784.6	Trucking; maritime; women's dresses.
July-December.....	31	912.4	Automobiles; machinery.
1962.....	33	440.0	
January-June.....	28	327.0	Construction.
July-December.....	5	43.0	
1963.....	2	40.0	
1964.....	2	21.0	
Open end ²	2	14.9	

¹ Based on agreements known to be in effect on October 20, 1959. For 101 situations covering nearly 2.5 million workers, primarily in steel, railroads, and bituminous coal, agreements effective in 1960 were not available.

² Subject to negotiation at any time.

Possible wage adjustment in 1960 may result from contract reopenings provided in 57 agreements. Under the terms of 29 of these agreements, wage negotiations may take place in event of a "change in the purchasing power of the dollar" or other significant economic changes. The other 28 agreements establish a specific reopening date (table 2). An adjustment in wages resulting from changes in the BLS Consumer Price Index may be in store for 1.4 million workers covered by 56 agree-

ments, primarily in the aircraft and automobile industries. The latter industry, together with trucking and construction, accounted for the bulk of the workers scheduled to receive a specified wage increase of a deferred nature, frequently referred to as an "annual productivity increase" or an "annual improvement factor."

Of the 122 agreements expiring in 1960, the largest number (70) expire in the second quarter of the year (table 3). The Labor Management Relations (Taft-Hartley) Act of 1947 requires that a party to an agreement desiring to terminate or modify it shall serve written notice upon the other party 60 days prior to the expiration date. In the absence of such notice, many agreements provide for the automatic continuation of the agreement, frequently for yearly periods.

Listing of Selected Agreements

Table 4 contains a list of 128 selected bargaining situations, each covering 5,000 or more workers, many of which expire or may be reopened for wage negotiations between January 1 and December 31, 1960.² The listing also includes a number of contracts which are not scheduled to terminate or to be reopened, but which provide for wage reviews based upon changes in living costs or specify deferred wage increases payable during 1960. The 128 situations listed cover a total of 2.6 million workers.

² Space limitations preclude the listing of all major contracts under which some action in 1960 is scheduled. No contracts in the construction industry are listed; in other industry groups, the selection of contracts is, in the main, designed to cover a broad range of separate industries and key situations. Also see footnote 2, table 4.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960¹

ORDER OF LISTING²

Manufacturing

Nonmanufacturing, exclusive of construction

1. Machinery
2. Electrical products
3. Automobiles
4. Aircraft
5. Shipbuilding
6. Ordnance and accessories
7. Controlling instruments
8. Rubber

9. Petroleum
10. Stone, clay, and glass products
11. Paper
12. Printing and publishing
13. Textiles
14. Apparel
15. Food products

16. Mining
17. Airlines
18. Local transit
19. Trucking and warehousing
20. Maritime
21. Telephone and telegraph
22. Electric and gas utilities
23. Wholesale and retail trade
24. Finance, insurance, and real estate
25. Hotels and restaurants

Company or association ³	Union ⁴	Approximate number of employees covered	Contract term ⁵	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review ⁶	Deferred wage increase (hourly rate unless otherwise specified)

1. MACHINERY

Allis Chalmers Manufacturing Co. (West Allis, Wis.).	Auto Workers.....	14,000	Sept. 1958 to Oct. 1961. ⁷	-----	Quarterly (Mar., June, Sept., Dec.).	Oct. 3, 1960; 2.5 percent (6 cent minimum).
Automotive Tool and Die Manufacturers Association (Detroit, Mich.).	do.....	6,000	Jan. 1959 to Sept. 1961.	-----	do.....	Oct. 1, 1960; 6 cents for base rates of less than \$2.95 and 8 cents for base rates of \$2.95 or more.
Caterpillar Tractor Co. (Peoria, Morton, and Moline, Ill.).	do.....	16,000	Nov. 1958 to Sept. 1961.	-----	do.....	6-8 cents on Monday following Oct. 1, 1960.
Deere and Co.....	do.....	13,800	Nov. 1958 to Sept. 1961.	-----	do.....	3 percent effective with 1st pay period beginning on or after Oct. 12, 1960.
General Motors Corp.....	International Union of Electrical Workers.	35,000	Oct. 1958 to Aug. 1961.	-----	do.....	Sept. 1, 1960; 2.5 percent (6 cent minimum).
International Harvester Co.	Auto Workers.....	30,000	Jan. 1959 to Sept. 1961.	-----	do.....	Oct. 3, 1960; 2.5 percent (6 cent minimum).
Sperry Rand Corp., Remington Rand Division (Elmira, N.Y.).	Machinists.....	5,600	Sept. 1956 to June 1961.	-----	-----	May 2, 1960; 5-10 cents.

2. ELECTRICAL PRODUCTS

Electric Auto-Lite Co.....	Auto Workers.....	12,000	Sept. 1958 to Aug. 1961. ⁷	-----	Quarterly (Mar., June, Sept., Dec.).	Sept. 1, 1960; 4 cents (plus additional 4 cents to skilled trades).
General Electric Co.....	International Union of Electrical Workers.	83,000	Aug. 1955 to Oct. 1960.	-----	Quarterly (Jan., Apr., July, Oct.).	-----
General Electric Co.....	United Electrical Workers (Ind.).	10,000	Apr. 1956 to Sept. 1960.	-----	do.....	-----
Raytheon Manufacturing Co. (Massachusetts).	Brotherhood of Electrical Workers.	13,000	Sept. 1958 to Aug. 1961.	On or after Aug. 31, 1960, on 60 days' notice, and in event the President or U.S. Congress declares a national emergency.	-----	-----
Westinghouse Electric Corp.	International Union of Electrical Workers.	55,000	Mar. 1956 to Oct. 1960.	-----	Quarterly (Mar., June, Sept., Dec., for monthly employees; Feb., May, Aug., Nov., for hourly and salaried employees on a weekly schedule).	-----

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960¹—Continued

Company or association ^a	Union ^a	Approximate number of employees covered	Contract term ^a	Provisions effective January-December 1960, for--		
				Wage reopening	Automatic cost-of-living review ^a	Deferred wage increase (hourly rate unless otherwise specified)
3. AUTOMOBILES						
American Motors Corp. (Kenosha, Wis.).	Auto Workers.....	10,300	Oct. 1958 to Sept. 1961. ^f	-----	Quarterly (Mar., June, Sept., Dec.)	Annual improvement increase of 2.5 percent (6-cent minimum). Date not available.
Budd Co.....	do.....	11,000	Dec. 1958 to Oct. 1961.	-----	do.....	Oct. 5, 1960; 2.5 percent (6 cent minimum), except Sept. 1, 1960, for the Charlevoix plant in Detroit.
Chrysler Corp.....	do.....	104,000	Oct. 1958 to Aug. 1961.	-----	do.....	Sept. 1, 1960; 2.5 percent (6 cent minimum).
Ford Motor Co.....	do.....	132,000	Oct. 1958 to Aug. 1961.	-----	do.....	Do.
General Motors Corp.....	do.....	340,000	Oct. 1958 to Aug. 1961.	-----	do.....	Do.
Studebaker-Packard Corp. (South Bend, Ind.).	do.....	8,000	Nov. 1958 to Nov. 1961. ^f	-----	do.....	Oct. 1, 1960; 2.5 percent (6 cent minimum).
4. AIRCRAFT						
Bendix Aviation Corp.....	Auto Workers.....	13,000	Dec. 1958 to Sept. 1961.	-----	Quarterly (Mar., June, Sept., Dec.)	Dec. 1, 1960; 2.5 percent (6 cent minimum).
Boeing Airplane Co. (Wichita, Kans.).	Machinists.....	15,000	Aug. 1958 to June 1960.	-----	-----	-----
Boeing Airplane Co., (Washington and Kansas).	Seattle Professional Engineering Employees Association (Ind.); and Wichita Engineering Association (Ind.).	8,700	May 1959 to May 1960.	-----	-----	-----
Boeing Airplane Co. (Washington and Florida).	Machinists.....	37,800	June 1958 to Apr. 1960.	-----	-----	-----
Chance Vought Aircraft (Dallas, Tex.).	Auto Workers.....	5,000	Mar. 1958 to Mar. 1960. ^f	-----	-----	-----
Curtis-Wright Corp., Wright Aeronautical Division (Woodridge, N.J.).	do.....	8,000	Sept. 1959 to Sept. 1961. ^f	Sept. 1960	-----	-----
Douglas Aircraft Co., Inc. (El Segundo, Calif.).	Machinists.....	15,400	May 1958 to May 1960.	-----	Quarterly (Feb., May, Aug., Nov.).	-----
Douglas Aircraft Co., Inc. (Santa Monica, Calif.).	do.....	16,300	May 1958 to May 1960.	-----	do.....	-----
Douglas Aircraft Co., Inc. (Tulsa, Okla.).	Auto Workers.....	20,600	May 1958 to May 1960.	-----	do.....	-----
General Dynamics Corp., Convair Division.	Machinists.....	26,600	May 1958 to May 1960.	-----	Quarterly (Mar., June, Sept., Dec.).	-----
Lockheed Aircraft Corp.....	do.....	24,300	May 1958 to May 1960.	-----	do.....	-----
McDonnell Aircraft Corp.....	do.....	14,800	May 1958 to Sept. 1960.	-----	Quarterly (Feb., May, Aug., Nov.).	-----
Martin Co. (Middle River, Md.).	Auto Workers.....	10,400	July 1958 to June 1961.	June 30, 1960, for all "in-unit" employees.	Quarterly (Jan., Apr., July, Oct.).	-----
North American Aviation, Inc.	do.....	21,000	May 1958 to May 1960.	-----	do.....	-----
Republic Aviation Corp. (Farmingdale, N.Y.).	Machinists.....	6,800	Apr. 1958 to Apr. 1960.	-----	do.....	-----

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960—Continued

Company or association ¹	Union ²	Approximate number of employees covered	Contract term ³	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review ⁴	Deferred wage increase (hourly rate unless otherwise specified)

4. AIRCRAFT—Continued						
Rohr Aircraft Corp. (Chula Vista, Calif.).	Machinists.....	6,800	June 1958 to June 1960.	-----	Quarterly (Mar., June, Sept., Dec.).	do.
Thompson Products, Inc., Tapeo Division (Ohio).	Aircraft Workers Alliance, Inc. (Ind.).	12,000	June 1958 to May 1960.	-----	do.	-----
United Aircraft Corp., Hamilton Standard Division (Windsor Locks and Broad Brook, Conn.).	Machinists.....	5,000	Apr. 1956 to Apr. 1960.	-----	-----	-----
United Aircraft Corp., Sikorsky Aircraft Division (Bridgeport and Stratford, Conn.).	Auto Workers....	7,000	Feb. 1958 to Feb. 1960.	-----	-----	-----

5. SHIPBUILDING						
General Dynamics Corp., Electric Boat Division (Groton, Conn.).	Metal Trades Council.	6,900	Aug. 1958 to June 1960.	-----	-----	-----
Newport News Shipbuilding and Dry Dock Co. (Newport News, Va.).	Peninsula Shipbuilders' Association (Ind.).	11,000	Nov. 1956 to Sept. 1960.	-----	-----	-----
New York Shipbuilding Corp. (Camden, N.J.).	Boilermakers.....	6,100	June 1958 to June 1960.	-----	-----	-----

6. ORDNANCE AND ACCESSORIES						
Aerojet-General Corp. (California).	Machinists.....	5,500	May 1958 to May 1960.	-----	Quarterly (Feb., May, Aug., Nov.).	-----
General Dynamics Corp., Astronautics Division of Convair (California and Florida).	do.....	7,900	May 1958 to June 1960.	-----	Quarterly (Mar., June, Sept., Dec.).	-----

7. CONTROLLING INSTRUMENTS						
Minneapolis-Honeywell Regulator Co. (Minneapolis, Minn.).	Teamsters (Ind.).	7,000	Jan. 1959 to Jan. 1961.	Feb. 1, 1960.	-----	-----

8. RUBBER						
Firestone Tire and Rubber Co.	Rubber.....	15,000	June 1959 to Apr. 1961.	At any time.	-----	-----
B. F. Goodrich Co.....	do.....	14,000	June 1959 to June 1961. ⁷	At any time.	-----	-----
Goodyear Tire and Rubber Co.	do.....	23,000	Apr. 1959 to Apr. 1961.	At any time.	-----	-----
United States Rubber Co.	do.....	25,000	May 1959 to May 1961.	At any time.	-----	-----

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960¹—Continued

Company or association *	Union *	Approximate number of employees covered	Contract term *	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review *	Deferred wage increase (hourly rate unless otherwise specified)
9. PETROLEUM						
Atlantic Refining Co.....	Atlantic Independent Union (Ind.).	9,600	Apr. 1959 to Mar. 1961.	At any time.....		
Sinclair Oil Corp.....	Oil, Chemical and Atomic.	9,500	June 1959 to June 1961.	At any time.....		
10. STONE, CLAY, AND GLASS PRODUCTS						
Libbey-Owens-Ford Glass Co.	Glass and Ceramic.	10,000	Oct. 1958 to Oct. 1960.			Feb. 16, 1960: 8 cents, except 15 cents applies to Cumberland, Md., plant.
Owens-Illinois Glass Co., glass container plants and warehouses.	Glass Bottle.....	10,500	May 1957 to Mar. 1960.			
Pittsburgh Plate Glass Co., Glass Division.	Glass and Ceramic.	10,000	Feb. 1959 to Feb. 1961.			
United States Potters Association.	Potters.....	5,500	May 1959 to Nov. 1960.			
11. PAPER						
Pacific Coast Association of Pulp and Paper Manufacturers.	Papermakers and Paperworkers; and Pulp.	20,000	June 1955 to May 1960.			
12. PRINTING AND PUBLISHING						
Metropolitan Lithographers Association, Inc., and independent shops (New York District).	Lithographers (Ind.).	7,500	May 1958 to Apr. 1960.			
13. TEXTILES						
Berkshire Hathaway, Inc..	Textile Workers Union.	5,000	Apr. 1959 to Apr. 1962.	Apr. 15, 1960, by notice on or before Feb. 15, 1960.		
Dan River Mills, Inc. (Danville, Va.).	United Textile Workers.	9,500	May 1959 to May 1960.	At any time.....		
Knitted Outerwear Manufacturers Association (Philadelphia, Pa.).	Ladies' Garment.	7,500	Apr. 1958 to June 1960.			
14. APPAREL						
Allied Underwear Association; Lingerie Manufacturers Association; and Negligee Manufacturers Association (New York metropolitan area).	Ladies' Garment.	14,100	July 1956 to June 1960.			

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960¹—Continued

Company or association ²	Union ³	Approximate number of employees covered	Contract term ⁴	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review ⁵	Deferred wage increase (hourly rate unless otherwise specified)

14. APPAREL—Continued						
Children's Dress, Cotton Dress and Sportswear Contractors Association, Inc. (New York metropolitan area).	Ladies' Garment.	15,000	Jan. 1958 to Dec. 1960.	In event of national currency regulation or other changes which affect the purchasing power of the dollar, or in event of an increase or decrease in the cost of living. Revisions to be effective Jan. 15, May 15, July 15, or Sept. 15.		
Clothing Manufacturers Association of the U.S.A. Cluett Peabody and Co.	Clothing.....	150,000	June 1957 to May 1960.			
	do.....	6,100	May 1958 to May 1961.	Notice on or before Feb. 1, 1960; changes to be effective June 1, 1960.		
Cotton garment firms (Philadelphia, Pa.).	do.....	6,000	Sept. 1958 to May 1961.	Notice on or before Apr. 1, 1960; changes to be effective June 1, 1960.		
Industrial Association of Juvenile Apparel Manufacturers, Inc.	Ladies' Garment.	26,000	Jan. 1958 to Dec. 1960.	In event of national currency regulation or other changes which affect the purchasing power of the dollar, or in event of an increase or decrease in the cost of living.		
Industrial Council of Cloak, Suit and Skirt Manufacturers, Inc.; Merchants' Ladies' Garment Association, Inc.; and American Cloak and Suit Manufacturers Association, Inc.	do.....	32,000	June 1959 to May 1962.	In event the cost-of-living index rises 5 percent above the Aug. 15, 1957, level, the union may reopen. Demands to be submitted on or before May 15 or Oct. 15.		
Manufacturers' Association of Robes, Leisurewear, Shirts and Rainwear, Inc. (New York metropolitan area).	Clothing.....	9,700	May 1958 to May 1961.	Notice on or before Feb. 1, 1960; modifications to become effective June 1, 1960.		
Popular Priced Dress Manufacturers Group, Inc.; United Popular Dress Manufacturers Association, Inc.; United Better Dress Manufacturers Association, Inc.; National Dress Manufacturers Association, Inc.; and Affiliated Dress Manufacturers, Inc.	Ladies' Garment.	84,000	March 1958 to Feb. 1961.	In event of increase or decrease in cost of living since Mar. 15, 1958.		
Shirt Institute, Inc.	Clothing.....	5,000	May 1958 to May 1961.	Written notice on or before Feb. 1, 1960; changes to be effective June 1, 1960.		

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960¹—Continued

Company or association ²	Union ³	Approximate number of employees covered	Contract term ⁴	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review ⁵	Deferred wage increase (hourly rate unless otherwise specified)
15. FOOD PRODUCTS						
Brewers Board of Trade, Inc. (New York, N.Y.).	Teamsters (Ind.).	6,000	June 1955 to May 1960.			
California Brewers Association and the Distributors Association of Northern California.	.....do.....	5,000	Apr. 1958 to Mar. 1960.			
California Packing Corp., California Division.	.....do.....	10,000	Mar. 1959 to Feb. 1960.			
California Processors and Growers, Inc.	.....do.....	50,000	Mar. 1959 to Feb. 1960.			
Dairy Industry Industrial Relations Association (California).	.....do.....	7,400	Mar. 1959 to Feb. 1961.	In event of abnormal changes in living costs or economic conditions in the dairy industry.		Feb. 28, 1960: 11.25 cents for specified hourly rates; \$4.50-\$4.86 per week for weekly rates.
Armour and Co.....	Packinghouse; and Meat Cutters.	14,000	Sept. 1959 to Aug. 1961. ⁷		Semiannually (Jan. and July).	Sept. 1, 1960: 6.5 cents.
16. MINING						
Anthracite coal operators (Pennsylvania).	Mine Workers (Ind.).	20,000	Feb. 1959 to Jan. 1960.			
17. AIRLINES						
American Airlines, mechanics and other ground service personnel.	Transport Workers.	7,500	Sept. 1955 to Sept. 1960.			
Eastern Air Lines, 26 cities in eastern United States.	Machinists.....	5,500	Dec. 1958 to Sept. 1960. ⁷			
Pan American World Airways, mechanics and other ground service personnel.	Transport Workers.	7,200	Dec. 1958 to Dec. 1960. ⁷			
Trans World Airlines, mechanics and other ground service personnel.	Machinists.....	6,700	Oct. 1958 to Oct. 1960. ⁷			
United Air Lines, mechanics and other ground personnel.	.....do.....	7,700	Dec. 1958 to Sept. 1960. ⁷			
18. LOCAL TRANSIT						
Public Service Coordinated Transport (New Jersey).	Street.....	6,200	Feb. 1958 to Jan. 1960.			
19. TRUCKING AND WAREHOUSING						
Central States Area—Local Cartage Agreement.	Teamsters (Ind.).	110,000	Feb. 1955 to Jan. 1961.	In event of war, declaration of emergency, or imposition of civilian controls.	Semiannually (Feb. and Aug.).	Feb. 1, 1960; 7 cents.
Central States Area—Over-the-Road Motor Freight Agreement.	.....do.....	55,000	Feb. 1955 to Jan. 1961.	.....do.....	.....do.....	Feb. 1, 1960; 7 cents or 2.5 mills per mile.

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960—Continued

Company or association ¹	Union ²	Approximate number of employees covered	Contract term ³	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review ⁴	Deferred wage increase (hourly rate unless otherwise specified)

19. TRUCKING AND WAREHOUSING—Continued

Cartage Agreement (Chicago, Ill.).	Teamsters (Ind.).	11,000	Jan. 1958 to Dec. 1960.	In event of war, declaration of emergency, or imposition of civilian controls.	Semiannually (Feb. and Aug.).	Jan. 1, 1960; 7 cents.
Cartage Agreement (Chicago, Ill., and vicinity).	Chicago Truck Drivers, Chauffeurs and Helpers Union (Ind.).	9,500	Jan. 1958 to Dec. 1960.	do.	do.	Do.
Empire State Highway Transportation Association, Inc. (New York, N.Y.).	Teamsters (Ind.).	8,000	Sept. 1956 to Aug. 1960.			
Express and General Trucking Agreement (Metropolitan New York and New Jersey area).	do.	12,000	Sept. 1958 to Aug. 1960.	In event of declaration of war by U.S. Congress, declaration of national emergency, or imposition of national civilian economic controls.		

20. MARITIME

Atlantic and Gulf Coast Companies and Agents—dry cargo and passenger vessels unlicensed personnel.	Maritime.....	30,000	June 1958 to June 1961.	Contract provides for 2 wage reviews spaced 1 year apart.		
Atlantic and Gulf Coast Tanker Companies, unlicensed personnel.	do.	7,000	June 1958 to June 1961.	do.		
Pacific Maritime Association.	Longshoremen and Warehousemen (Ind.).	17,000	June 1959 to June 1962.	June 1960.		June 15, 1960; 1.5-4 cents additional increase for clerks only.
Pacific Maritime Association, unlicensed personnel.	Seafarers.....	18,000	Oct. 1958 to Sept. 1961.	One wage review, but not prior to Sept. 30, 1960.		

21. TELEPHONE AND TELEGRAPH

American Telephone and Telegraph Co., Long Lines Department.	Communications.	22,800	July 1959 to Oct. 1960.			
Chesapeake and Potomac Telephone Co. of Maryland.	do.	5,100	Mar. 1959 to June 1960.			
Chesapeake and Potomac Telephone Co. (Washington, D.C., metropolitan area).	do.	6,300	Feb. 1959 to May 1960.			
Chesapeake and Potomac Telephone Co. of Virginia.	do.	6,700	Mar. 1959 to June 1960.			
General Telephone Co. of California.	do.	8,100	Mar. 1959 to Mar. 1960.			
Michigan Bell Telephone Co., Traffic Department.	do.	6,600	Mar. 1959 to June 1960.			
Michigan Bell Telephone Co., Plant Department.	do.	8,900	Mar. 1959 to June 1960.			

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960—Continued

Company or association ¹	Union ²	Approximate number of employees covered	Contract term ³	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review ⁴	Deferred wage increase (hourly rate unless otherwise specified)
21. TELEPHONE AND TELEGRAPH—Continued						
Mountain States Telephone and Telegraph Co., Plant Department.	Communications.	7,300	May 1959 to July 1960.			
Mountain States Telephone and Telegraph Co., Traffic Department.	do.	7,300	May 1959 to July 1960.			
New England Telephone and Telegraph Co., Traffic Department.	New England Federation of Telephone Traffic Workers (Ind.).	12,700	May 1959 to Aug. 1960.			
New England Telephone and Telegraph Co., Plant and Engineering Departments.	International Brotherhood of Telephone Workers (Ind.).	15,000	June 1959 to Sept. 1960. ⁷			
New Jersey Bell Telephone Co., Plant and Engineering Departments.	Brotherhood of Electrical Workers.	7,500	July 1958 to June 1960.			
New Jersey Bell Telephone Co., Traffic Department.	Communications.	9,200	Feb. 1959 to May 1960.			
Northwestern Bell Telephone Co.	do.	18,800	Feb. 1959 to Apr. 1960.			
Ohio Bell Telephone Co.	do.	16,300	Mar. 1959 to May 1960.			
Pacific Telephone and Telegraph Co., Traffic Department (southern California).	Federation of Women Telephone Workers of Southern California, (Ind.).	10,200	Aug. 1958 to Sept. 1960.			
Pacific Telephone and Telegraph Co. (northern California) and Bell Telephone Co., of Nevada, Plant Department.	Communications.	9,300	Mar. 1959 to June 1960.			
Pacific Telephone and Telegraph Co. (northern California) and Bell Telephone Co., of Nevada, Traffic Department.	do.	8,400	Mar. 1959 to June 1960.			
Pacific Telephone and Telegraph Co., Plant Department (southern California).	do.	11,600	Mar. 1959 to June 1960.			
Southern Bell Telephone and Telegraph Co.	do.	53,000	May 1959 to Aug. 1960.			
Southern New England Telephone Co. (Connecticut).	Connecticut Union of Telephone Workers, Inc. (Ind.).	8,900	Feb. 1959 to Apr. 1960.			
Southwestern Bell Telephone Co., Plant Department.	Communications.	17,500	Mar. 1959 to June 1960.			
Southwestern Bell Telephone Co., Traffic Department.	do.	21,900	Mar. 1959 to June 1960.			
Western Union Telegraph Co.	Telegraphers.	30,000	June 1958 to May 1960.			

See footnotes at end of table.

TABLE 4. EXPIRATION, REOPENING, AND WAGE ADJUSTMENT PROVISIONS OF SELECTED COLLECTIVE BARGAINING AGREEMENTS, JANUARY-DECEMBER 1960¹

Company or association ²	Union ³	Approximate number of employees covered	Contract term ⁴	Provisions effective January-December 1960, for—		
				Wage reopening	Automatic cost-of-living review ⁵	Deferred wage increase (hourly rate unless otherwise specified)
22. ELECTRIC AND GAS UTILITIES						
Consumers Power Co. (Michigan).	Utility.....	5,400	Mar. 1958 to Feb. 1960.			
Niagara Mohawk Power Corp. (New York).	Brotherhood of Electrical Workers.	7,500	June 1958 to May 1960.			
Pacific Gas and Electric Co. (California).	.....do.....	14,000	July 1950 to June 1960. ⁷			
Public Service Electric and Gas Co., Electric Operating Department (New Jersey).	.....do.....	5,200	May 1950 to May 1960.			
23. WHOLESALE AND RETAIL TRADE						
First National Stores, Inc..	Meat Cutters...	9,000	Feb. 1958 to Feb. 1960.			
Great Atlantic and Pacific Tea Co. (New York).	.....do.....	5,000	May 1958 to May 1960.			
Great Atlantic and Pacific Tea Co. (Paterson and Newark, N.J.).	.....do.....	6,000	May 1958 to May 1960.			
San Francisco Retailers Council, Department Stores.	Retail Clerks....	5,500	Oct. 1958 to May 1961.	June 1, 1960.		
24. FINANCE, INSURANCE, AND REAL ESTATE						
John Hancock Mutual Life Insurance Co.	Insurance Workers of America.	6,000	July 1958 to June 1960.			
25. HOTELS AND RESTAURANT						
Associated Restaurants of Oregon, Inc., and the Portland Independent Hotel Association.	Hotel.....	5,500	July 1957 to May 1962.	June 1, 1960.		
Chicago Residential Hotel Association.	Building Service.	5,000	May 1957 to Apr. 1960.			
Golden Gate Restaurant Association and Independent Companies (San Francisco, Calif.).	Hotel.....	18,000	Sept. 1954 to Aug. 1960.			
Hotel Association of Washington, D.C.	.....do.....	5,000	Sept. 1957 to Sept. 1960.			
Hotel Employers Association of San Francisco.	Hotel; and Building Service.	5,000	July 1958 to June 1963.	July 1, 1960.		Jan. 1, 1960; increases vary by occupation.

¹ Contracts on file with the Bureau of Labor Statistics, October 20, 1959, except where footnote indicates that information is from newspaper source.

² Status of major agreements in 1960 not known for the following industries at time of preparing this tabulation: Steel, aluminum, railroads, East and Gulf Coasts longshoring, bituminous coal, and nonferrous mining.

³ Interstate unless otherwise specified.

⁴ Unions affiliated with the AFL-CIO except where noted as independent.

⁵ Refers to the date the contract is to go into effect, not the date of signing.

⁶ Where a contract has been amended or modified and the original termination date extended, the effective date of the changes becomes the new effective date of the agreement.

⁷ For purposes of this listing, the expiration is the formal termination date

established by the agreement. In general, it is the earliest date on which termination of the contract could be effective, except for special provisions for termination, as in the case of disagreement arising out of a wage reopening. Many agreements provide for automatic renewal at the expiration date unless notice of termination is given. The Labor Management Relations (Taft-Hartley) Act, 1947, requires that a party to an agreement desiring to terminate or modify it shall serve written notice upon the other party 60 days prior to the expiration date.

⁸ Date shown indicates the month in which adjustment is to be made, not the month of the Consumer Price Index on which adjustment is based.

⁹ Information is from newspaper account of settlement.

Deferred Wage Increases and Escalator Clauses

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AT LEAST 2.6 million workers are scheduled to receive pay increases during 1960 as a result of contract negotiations concluded in 1959, 1958, or in a few instances, in earlier years. This estimate is based on major collective bargaining settlements¹ coming to the attention of the Bureau of Labor Statistics by mid-November 1959. The most common increase provided in these contracts will average 6 but less than 7 cents an hour.

The number of workers scheduled to receive deferred increases during 1960 is lower than the corresponding figures for 1957, 1958, or 1959. In those years, deferred increases went into effect for about 5 million, 4 million, and 2.9 million workers, respectively. Such year-to-year variations are more a function of differences in the number of long-term contracts expiring in particular years than of changes in the popularity of long-term agreements. At the time this article was prepared, new contracts had not been concluded in most plants in the basic steel, steel fabricating, aluminum and other nonferrous industries, nor had the wage provisions of railroad contracts been renegotiated. Contracts that had expired or were subject to renegotiation during 1959 in these industries had been long-term agreements and had provided for deferred increases. Information available on the most recent union and company positions in the basic steel industry would indicate that when contracts are finally negotiated they will provide a wage increase during 1960. Hence, the total number of workers ultimately scheduled to receive deferred increases in 1960 may be substantially greater than the 2.6 million indicated above.

Almost half the workers who will receive deferred increases in 1960 are also covered by provisions for automatic changes in pay with changes in the Bureau of Labor Statistics' Consumer Price Index. Altogether, as of January 1960, at least 3.3 million workers, including 1.2 million scheduled to receive deferred increases, were estimated to be covered by agreements with cost-of-living escalator clauses.²

Deferred Increases

Of the 2.6 million workers in major collective bargaining situations scheduled to receive wage-rate increases specified in agreements concluded in earlier years, approximately 1.6 million are employed in manufacturing industries. Of the remainder, 458,000 are in construction, about 325,000 are in transportation, and the rest are in the other nonmanufacturing industries studied (tables 1 and 2).

Construction. Nearly two-thirds of the construction workers whose wage scales will increase during 1960 as a result of negotiations concluded in earlier years will receive increases of at least 15 cents an hour. The single most common increase, affecting about 66,000 workers, will amount to 22 cents an hour. Only about 15 percent will receive increases of less than 11 cents.

The wage increases in construction are significantly higher than those in manufacturing and other nonmanufacturing industries studied. One factor in evaluating these differences is that cost-of-living escalator clauses are unusual in the construction industry. Moreover, hourly scales in construction are relatively high so that a given increase in cents per hour amounts to a smaller percentage increase than in most industries.

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¹ This summary is limited to collective bargaining contracts affecting 1,000 or more workers in all industries except the service trades, finance, and government and is based on settlements summarized in the Bureau's monthly report on Current Wage Developments. The information used in compiling the current wage report comes primarily from secondary sources.

Estimates for construction are included in the totals in the first section of the text, but are not incorporated in any table except table 1 because data are less complete for this than for the other industries covered.

² In addition, approximately 400,000 unorganized workers, mostly office and other employees of establishments whose production workers are covered by collectively bargained escalator clauses, also are covered by provisions for automatic cost-of-living escalation.

The approximately 458,000 construction workers covered by deferred increases for 1960, according to Bureau of Labor Statistics records, exceeds the number who received such increases during 1959 by about 60,000. In 1958, about 584,000 construction workers received deferred increases.

Deferred increases in construction scheduled for 1960 tended to be about the same on the average as in 1959, but the proportion scheduled to receive increases of less than 11 cents amounted to 27 percent in 1959 compared with 15 percent in 1960. Nearly two-thirds of the workers received deferred wage increases of at least 15 cents during 1959.

Virtually all of the construction increases scheduled for 1960 will go into effect in one step, whereas in 1959, about one out of four workers received their adjustments in two steps. Eighty-one percent will receive their pay adjustments during the first 6 months of the year, the season in which construction wage adjustments are normally concentrated, and the remainder, numbering about 85,000, during the second half of 1960.

Other Industries. Exclusive of the construction trades, about 2.2 million workers covered by major collective bargaining contracts in manufacturing and selected nonmanufacturing industries will receive deferred increases during the coming year. More than 4 out of 10 workers (45 percent) will receive increases averaging between 6 and 7 cents an hour, and raises for about 1 out of 5 will average 7 but less than 8 cents. About 13 percent will receive wage-rate increases averaging less than 6 cents, and about 21 percent are in line for advances averaging 8 cents or more. These increases, of course, do not include any cost-of-living escalator adjustments that may become effective in 1960. Almost 6 out of 10 of the workers due to receive deferred increases are also covered by cost-of-living escalator provisions (table 3).

Adjustments for about 6 out of 10 of the 1.6 million manufacturing workers due to receive deferred increases will also average 6 but less than 7 cents. About 9 out of 10 of these workers are in metalworking establishments, largely in automobiles and related industries and farm equipment. Increases for about 147,000 workers, employed mostly in other metalworking establish-

TABLE 1. DEFERRED INCREASES IN UNION SCALES SCHEDULED TO GO INTO EFFECT IN 1960 IN MAJOR SITUATIONS IN CONSTRUCTION

Hourly increases effective during period	Approximate number of workers affected		
	Total for 1960	January 1 to June 30	July 1 to December 31
Total.....	458,000	373,000	85,000
7 but less than 9 cents.....	20,000	20,000	—
9 but less than 11 cents.....	49,000	44,000	5,000
11 but less than 13 cents.....	74,000	54,000	20,000
13 but less than 15 cents.....	17,000	7,000	10,000
15 but less than 17 cents.....	62,000	47,000	15,000
17 but less than 19 cents.....	75,000	67,000	8,000
19 but less than 21 cents.....	61,000	55,000	6,000
21 but less than 23 cents.....	82,000	74,000	8,000
25 cents.....	20,000	5,000	15,000

NOTE: Because of rounding, sums of individual items may not equal totals.

ments and in the shoe, textile, lumber and furniture, and chemical industries, will average 5 but less than 6 cents; and about 180,000 are in line for increases of 7 but less than 8 cents an hour. Most of the latter group of workers are also employed in various metalworking industries, as well as in West Coast lumber and in food processing industries.

Within the selected nonmanufacturing industries studied,² approximately 536,000 workers are scheduled to receive increases during 1960. Of the 326,000 workers who are in transportation, all but about 25,000 are in local or over-the-road trucking. Trade accounts for about 180,000 workers and about 29,000 are public utility employees.

The most frequent deferred increase in nonmanufacturing, affecting about 262,000 workers, will average 7 but less than 8 cents an hour. Practically all of these (98 percent) are in transportation.

Dates and Types of Increases. As table 4 indicates, deferred increases will go into effect for some groups of workers in every month in 1960. The heaviest concentration of increases will be in September, when about 790,000 workers will get deferred pay adjustments. Included in this group are employees of major companies in automobiles, auto parts, and meatpacking; farm equipment workers are due to receive increases in October. Almost 200,000 workers under major trucking agreements are scheduled to receive their adjustments, most of them in either January or February; pay increases for another 438,000 are to go into effect in May, June, and July.

² This information excludes construction, discussed earlier, the service trades, and finance.

The form of the increases scheduled for 1960 varies among industries. Uniform cents-per-hour increases for all workers covered by an agreement are provided in such industries as trucking and meatpacking, where the adjustments will amount to 7 and 6.5 cents an hour, respectively. Percent changes, sometimes accompanied by a minimum cents-per-hour provision, are provided in other instances. The Big Three automobile contracts constitute an outstanding example, with increases amounting to 2.5 percent, with a minimum of 6 cents an hour.

Comparison With 1959. Deferred increases scheduled for 1960 appear to be about the same in amount as in 1959, although the number due to receive increases in excess of 10 cents and of less than 6 cents will be smaller. In both years, the most common deferred increases averaged 6 but less than 8 cents an hour, with 2 out of 3 workers scheduled to receive such adjustments in 1960 compared with almost 6 out of 10 in 1959. Deferred raises of at least 10 cents an hour accounted for 17 percent of the workers in 1959 compared with 13 percent during 1960. At the other end of the scale, 22 percent received deferred increases of less than 6 cents in 1959, compared with 13 percent in 1960. Year-to-year differences in the size of increases are due in part to the fact that the industries scheduled to give deferred adjustments

differ between the 2 years rather than to differences in the size of deferred increases agreed to within the same industry.

Cost-of-Living Escalation

At the beginning of 1960, at least 3.3 million workers will be covered by major collective bargaining agreements containing automatic cost-of-living escalator provisions.⁴ At the beginning of 1959, approximately 4 million workers were covered by such clauses. The difference between the two figures is due largely to the fact that negotiation of some key contracts to replace those that had expired or were due to expire in 1959 had not yet been completed by late November when this article was prepared. Chief among such contracts were those in basic steel and steel fabricating. By the end of November, two issues concerning escalation remained unresolved in the steel industry. One was the question of whether steelworkers would receive a cost-of-living adjustment in January 1960 if new contracts had not been reached by that date; the other involved continuance of escalation in new contracts. Union and company proposals both indicate that some type of cost-of-living provisions will be included in new contracts, although there will presumably be a maxi-

⁴ In addition, about 400,000 unorganized workers are estimated to be covered by similar provisions. See also footnote 2.

TABLE 2. DEFERRED WAGE INCREASES SCHEDULED TO GO INTO EFFECT IN 1960 IN SITUATIONS AFFECTING 1,000 OR MORE WORKERS IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES¹

Average deferred wage increases (cents per hour)	Number of situations	Approximate number of workers affected (in thousands)													
		All industries studied ¹	Total manufacturing ²	Food and kindred products	Lumber and furniture	Paper and allied products	Printing and publishing	Chemicals and allied products	Leather and leather products	Stone, clay, and glass products	Metalworking ³	Total non-manufacturing studied ⁴	Warehousing, wholesale and retail trade	Transportation	Public utilities
Total	515	2,156	1,621	179	67	42	31	36	27	40	1,146	536	180	326	29
Under 5 cents	37	96	62	7			3		10	6	29	36	27	1	5
5 but less than 6 cents	74	175	147	9	23	4	2	13	16		66	28	24	4	
6 but less than 7 cents	131	969	957	75		2	3	3	2	7	840	13	5	8	
7 but less than 8 cents	85	442	381	23	27	2	3	10			113	262	2	257	3
8 but less than 9 cents	32	69	53	11	2	2		6			32	16	12	4	
9 but less than 10 cents	34	88	65	6		33	1	2			22	23	16	3	3
10 but less than 11 cents	57	158	75	20	8		3	2		14	28	83	54	24	5
11 but less than 12 cents	15	42	30	14			14				2	12	5	3	4
12 but less than 13 cents	23	47	25	4						13	6	21	11	5	6
13 cents and over	16	44	18	7	7						4	26	10	17	
Not specified or not computed ⁵	11	25	9	4			1				4	15	13		2

¹ Excludes certain industries, notably construction, the service trades, finance, and government.

² Includes a few settlements in the following industry groups for which separate data are not shown: Textiles (21,000), tobacco (16,000), apparel (10,000), and miscellaneous manufacturing (8,000).

³ Metalworking employees are found primarily in the manufacture of auto-

mobiles, automobile parts, farm equipment, and electronics.

⁴ Includes 1 settlement in mining (2,000 workers), for which separate data are not shown.

⁵ Insufficient information to compute cents-per-hour increases.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 3. COST-OF-LIVING ESCALATOR PROVISIONS IN MAJOR CONTRACTS IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES PROVIDING DEFERRED WAGE INCREASES IN 1960¹

Item	Approximate number of workers due to receive deferred increases	Percent of workers covered by cost-of-living escalator clauses
All situations with deferred increases.....	\$ 2,156,000	57
AVERAGE DEFERRED WAGE INCREASE		
Under 5 cents.....	96,000	54
5 cents but less than 6 cents.....	175,000	24
6 cents but less than 7 cents.....	995,000	92
7 cents but less than 8 cents.....	442,000	41
8 cents but less than 9 cents.....	69,000	20
9 cents but less than 10 cents.....	88,000	15
10 cents but less than 11 cents.....	158,000	8
11 cents but less than 12 cents.....	42,000	7
12 cents but less than 13 cents.....	47,000	6
13 cents and over.....	44,000	25
Not specified nor computed ²	25,000	17
INDUSTRY GROUP (SELECTED)		
Manufacturing ³	1,621,000	65
Food and kindred products.....	179,000	49
Chemicals and allied products.....	36,000	37
Metalworking.....	1,146,000	83
Miscellaneous manufacturing.....	8,000	39
Nonmanufacturing ⁴	536,000	34
Warehousing, wholesale and retail trade.....	180,000	16
Transportation.....	356,000	47

¹ Excludes certain industries, notably construction, the service trades, finance, and government, as well as workers covered by contracts in which the first cost-of-living review date does not occur until 1961.

² Because of rounding, the sum of the items may not equal total.

³ Insufficient information to compute cents-per-hour increases.

⁴ For specific industries included in the total, see table 2.

imum limit on the size of escalator adjustments that can be introduced during the contract term. So far as the first issue is concerned, the back-to-work injunction, affirmed by the U.S. Supreme Court on November 7 under the Taft-Hartley emergency provisions, provided that work be resumed in accordance with contract terms existing prior to June 30, 1959. At the time of the hearing before the lower court that had first considered the Government's request for an injunction, the steel companies filed comments alleging that the cost-of-living clause in the old contract was not one of the provisions that should be applicable during the period of the injunction. However, since the last adjustment under the clause would not be due until January, and the need for resolving this question thus might not arise, the companies stated they were not asking the lower court to resolve the question at the time the injunction was issued.

The 3.3 million figure includes some industries in which bargaining over contract terms had not been concluded by the end of the year. For example, aluminum contracts due to expire in the summer of 1959 were extended indefinitely, sub-

ject to 10 days' cancellation notice. Presumably unless these contracts are canceled or replaced by February, any cost-of-living adjustments due under the contracts negotiated in 1956 will go into effect on these dates. Until new wage settlements are reached in the railroad industry, workers in that industry will receive any adjustments due under escalator provisions of the wage agreements negotiated in 1956. It has been assumed that in this industry, negotiations, Federal mediation, voluntary arbitration, and factfinding as provided under the Railway Labor Act will not be concluded before May, the date of the next cost-of-living escalator adjustment due under existing agreements.

The majority of cost-of-living escalator clauses in effect as of early 1960 provide for adjustments on a quarterly basis—for example, in automobiles, farm equipment, aircraft, and electrical equipment contracts. In the latter two industries, existing contracts expire in the late spring or early fall of 1960, but contracts call for at least one cost-of-living review before their expiration dates. Typically, these quarterly adjustments consist of a 1-cent change in wage levels with an 0.5-point change in the Consumer Price Index, although some contracts provide for a percentage adjustment in wage rates. With the status of escalator clauses in basic steel in doubt, for reasons previously cited, the major groups affected by semiannual escalators in effect at the beginning of 1960 are in the trucking and meatpacking industries, and in aluminum and railroads, where the contracts may be revised at any time.

TABLE 4. DEFERRED WAGE INCREASES DUE IN 1960 IN MAJOR CONTRACTS IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES, BY EFFECTIVE MONTH

Month	Approximate number of workers affected	Principal industries affected
Total.....	\$ 2,156,000	
January.....	140,000	Leather (shoes), trade, and some trucking.
February.....	238,000	Flat glass and trucking.
March.....	59,000	None.
April.....	86,000	Public utilities and some transportation.
May.....	150,000	Various metalworking, food, and cement.
June.....	183,000	Chemicals and western lumber.
July.....	105,000	Trade.
August.....	55,000	Trucking.
September.....	791,000	Meatpacking and automobiles and related industries.
October.....	228,000	Farm equipment.
November.....	54,000	None.
December.....	34,000	None.
Month not known.....	40,000	

¹ Because of rounding, the sum of the items may not equal total.

Although there is no evidence of a trend away from cost-of-living escalator adjustments, there have been a few agreements in which cost-of-living escalation has been discontinued and there has also been some change in the type of escalator adjustments being agreed to. Most striking has been adoption in some contracts of an upper limit on the size of escalator increases that can occur during the contract period. Thus, the agreement negotiated in October 1959 between the Kaiser Steel Corp. and the United Steelworkers of America provides that workers will forego any cost-of-living escalator adjustments due in January of 1960, but provides for semiannual cost-of-living adjustments thereafter. However, cost-of-living adjustments that go into effect during the 20-month contract period cannot exceed 3 cents (in addition to a 2-cent allowance which the workers had foregone in exchange for company assumption of the entire cost of voluntary insurance, which had been contributory). A few agreements negotiated in late 1958 or 1959 in the automobile parts industry also set a maximum limit on cost-of-living adjustments. A still different type of escalator ceiling has been put into effect in a few agreements (notably those in Pacific Coast shipbuilding) and was contained in the major steel companies' proposal of October 17 to the Steelworkers. These provide for cost-of-living adjustments only if and to the extent that the amount due under the escalator formula exceeded the deferred increases provided by the contract. The steel companies' proposal provided that cost-of-living escalator adjustments would be put into effect only in the second and third contract years; in the second year, they would be paid only if they exceeded the 6-cent deferred wage-rate increase provided for all workers in that year, and during the third year only if they exceeded 12 cents. The maximum allowance in any case could not exceed 3 cents.

The meatpacking settlements concluded in the second half of 1959 also varied the escalator pro-

visions somewhat by providing that 2 cents of any cost-of-living allowance due in January 1960 would go into effect immediately.

Relationship to Deferred Increases. As pointed out earlier in the summary, almost one-half of the workers covered by provisions for deferred increases also have cost-of-living escalator coverage. Escalator provisions tend to be more common in those contracts that provide for the smallest cents-per-hour deferred increases. Such provisions are rare in the construction trades, where the most common deferred increases exceed 15 cents an hour. Excluding the construction industry, about 8 out of 10 workers due to receive deferred increases in 1960 of less than 7 cents an hour are also covered by escalator clauses. Of those due increases averaging at least 10 cents an hour, only about 10 percent are eligible for escalator adjustments.

Escalator Increases During 1959. With the relative stability of the Consumer Price Index during late 1958 and the early months of 1959, cost-of-living escalator increases in 1959 were smaller than they were in 1957 or 1958, especially in those industries with semiannual escalator provisions, since the final escalator adjustments due in 1959 in these situations were based on the September 1959 or an earlier index. Thus, workers in basic steel received a 1-cent cost-of-living adjustment during 1959 compared with 9 cents in 1958 and 7 cents in 1957.⁵ Cost-of-living escalator adjustments during 1959 totaled 2 cents an hour for workers in major trucking situations, compared with 6 cents in 1958 and 7 cents in 1957. Meatpacking cost-of-living adjustments amounted to 3 cents (of which 2 cents was actually in anticipation of the increase due in January 1960⁶), compared with 8 cents in 1958 and 5 cents in 1957. In the railroad industry, escalator adjustments for 1959 totaled 3 cents, compared with 5 cents in 1958 and 8 cents in 1957. In the automobile and related industries, the quarterly cost-of-living escalator adjustments amounted to 3 cents an hour in 1959, compared with 6 cents in 1957 and again in 1958.

⁵ Even if the cost-of-living provision in steel contracts had been extended throughout 1959, the total cost-of-living increase for 1959 would have remained at 1 cent.

⁶ The meatpacking workers will receive a further cost-of-living adjustment in January 1960 if the November index warrants an adjustment of more than 2 cents.

Steel Negotiation Documents

EDITOR'S NOTE.—This special section of the Monthly Labor Review continues the presentation of some of the significant documentary material related to the 1959 strike in the basic steel industry. In the October issue, the background statistical data published by the Department of Labor was reproduced. In this issue, in the following order, are: Dr. George Taylor's summation, uttered during the factfinding Board's hearings, of the issues separating the parties, significant for its clarity and as an illustration of the mediation efforts of that Board; a large portion of the report of the Board to the President; the decision of the U.S. Supreme Court in the injunction appeal; a major portion of the text of the Kaiser Steel agreement with the United Steelworkers of America; and a proposal by the Secretary of Labor regarding the handling of certain labor-management disputes of national import.

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Remarks Upon Conclusion of Steel Board Testimony

EDITOR'S NOTE.—*The following is an edited version of the remarks made by Chairman George W. Taylor, on October 15, 1959, at the end of the first phase of the hearings conducted by the Board of Inquiry into the issues of the labor dispute in the steel industry. The other members of the Board were John A. Perkins and Paul N. Lehoczy.*

IT HAS SEEMED to us as a Board that we should at this point indicate what the issues seem to be and where the difficulties lie.

We understand that there is an argument, a whole series of arguments. But there is more than an argument. There is a problem that has to be solved. I hope that we can get into a problem-solving frame of mind instead of a continuation of argument.

On evidence before us, the reality of the situation is that not much bargaining can take place in steel companies other than the basic 12—and perhaps in iron ore and shipping—until agreement or understanding between the union and the 12 companies is reached. This is the first thing that has to be done in terms of present realities. Even though it could very well be that in years to come consideration might be given to a change, this is the established pattern within which you now deal. So we interpret the testimony.

Now, we then concentrate upon the first requirement for bringing this dispute to a settlement, which is an agreement between the union and the 12 companies.

When we look at this bargaining, at these relationships which have existed between the 12 and the union, it is apparent that there are many issues. Without at all minimizing the importance of issues other than the ones to which I will now refer, it appears to us that the roadblock issues

to real bargaining boil down to two. These two are related. Whether or not they are in fact as interdependent as both parties have made them has to be considered in reaching a judgment as to whether they can be resolved. Even though they are as interdependent as the parties maintain, this in itself does not preclude separate consideration of each and a weighing of the package when they are together.

This is the only way to get out of what I called yesterday a revolving door. I said then the situation stood as follows: The companies will bargain the details of economic benefits up to a 2-percent increase in labor costs each year. But they will only bargain on the distribution of such details if the union agrees to specified changes in contract terms which the union says, in no uncertain terms, are not negotiable. The adamant position on one side, the claim that the matter is not negotiable on the other side, gets us into a revolving door, and we go round and round and never get through the door to the negotiating table.

Economic Benefits

The first question is whether or not we start out, in attempting to resolve this, with the contention of the companies that 2 percent, as they have calculated it, must be accepted as restrictive of what the parties can do. I would like to talk about that a minute, if I might.

There are times when Government has evidenced an interest in a labor dispute to the extent of saying "Get it settled," without particular emphasis on the terms of the settlement. Implicit in the companies' position, I think, is a recognition that this time the country as a whole is also interested in the terms of settlement, in quality, if you will, in addition to the fact of settlement.

It appears to me that the companies' emphasis on 2 percent does reflect this interest; indeed I think this interest is general throughout the country. Whether this 2 percent—calculated as the companies have calculated it—is the magic figure which will avoid inflation is not quite so certain. We cannot be so sure about this point. Different economists and management in other industries variously appraise this so-called productivity factor. In these hearings we have indicated that, should some gains come to the companies by virtue

of changes in work rules, this would provide a productivity gain in addition to the 2 percent.

In any event, there is also a question of arithmetic, of method of calculation, which I will not go into here.

There remains the basic question, What is the figure which will effectuate the goal of a non-inflationary wage increase? It seems to me that one cannot assume that this question is answered by adamant adherence to the 2-percent determination.

I might add, the mere continuance of this strike adds to inflation in this country. If the shut-downs continue, if the upsetting of economic affairs continues so that the budget becomes unbalanced—further unbalanced, perhaps I should say—the fact of the strike is a contribution to the inflationary pressures which you are seeking to avoid by adamant adherence to the 2 percent.

I don't think this is a simple question—the limit of a wage increase which can be given, still achieving the noninflationary impact which you understandably have in mind. I think there is room for bargaining at this point, not only on arithmetic, but also, if it is not this figure, on what figure will it be that can achieve this quality characteristic of an agreement in which we are all interested.

Now, on this score, the union has come up with a figure of 15 cents. I understand from the statement yesterday and from other discussions I have had with the union people, that this is a negotiable figure. Now, if this figure can be bargained, and if the 2 percent could be reappraised in terms such as I have indicated, not making the 2 percent as significant as the need to avoid a truly inflationary wage increase, it seems to me then that there could be bargaining on a revised basis.

This Board can't set the limit. That would be an intrusion on your collective bargaining procedures. Indeed, if we had the wisdom to set the figure, which we do not have, it seems to me that this question is one which, under collective bargaining, has to be grappled with by the parties themselves.

What I am asking is whether this 2-percent figure is as immutable and magic as it has been

painted to us, still emphasizing the fact that this country wants a quality of agreement which will achieve the objectives of which your 2 percent is a symbol. If not 2 percent, what limit?

Work Rules

I turn next to the issue of the work rules, as the issue has been described. On this issue, the union takes an equally adamant position, which has kept bargaining from occurring. As we have listened to the testimony, and we don't claim to be experts in this industry in any sense of the word, we think the testimony before us indicates that this is in fact another roadblock issue.

As we hear the testimony, there are difficulties under this section 2-B,¹ but also great values to the companies. I use "2-B" as a symbol as it has been used before us.

If it is true, as the testimony before us has indicated, that under 2-B, the companies have had rather wide latitude in introducing technological change and adjusting manpower accordingly, this is a practice which, I assure you, many other industries would give a great deal to have.

In other words, when the companies make capital investments, change the "underlying circumstances" of a work rule by putting more capital into the picture, there has been rather broad latitude in adjusting to these changes. This is of value. Speaking as a citizen, I would hate a change in the words of 2-B to cast any doubt upon the right of the companies to continue to make these adjustments when capital changes are made.

We get the impression that this issue over work rules is not over automation, so-called, or technology. These matters have been dealt with effectively under 2-B. This is important and its significance should not be minimized. Where, then, is the problem under 2-B? As we see it from the testimony, the problem arises where no capital investment has been made as an underlying circumstance but where, nevertheless, a change is required in the interest of efficient operation.

This is the kind of problem which I have called one of obsolete work rules.

Maybe this isn't a good term and I am quite sure that those of you who know the industry, on both sides, could better express what is involved. Let's take a look at the problem. It isn't really this

¹ EDITOR'S NOTE.—2-B is the section of the contract between the U.S. Steel Corp. and the United Steelworkers of America, entitled "Local Working Conditions," which provides general principles and procedures for the settlement of grievances concerning "local working conditions." For the text of section 2-B, see p. 1335 of this issue.

symbol 2-B, as we see it. 2-B has become symbolic, and sometimes symbols can interfere with thinking on both sides. It is what do you do in this industry when work rules—by whatever or for whatever cause—become obsolete. Indeed, some of these work rules are, I would judge, as burdensome to effective union and employee relationships as to company relationships and give rise to a whole host of specific problems in this area.

The problem before you is what do you do about these obsolete work rules? Mr. Maloy² said, in a very impressive way, that underlying the problem is the manpower consideration. Now, jobs are involved here. At stake is whether people keep on the job or lose their jobs. In times of decreasing employment in the steel industry, this is a pretty important thing to people.

Underlying the union's reaction, they say to us, is that they cannot permit, they cannot put in management's hands, the right unilaterally to change these rules simply to put people out of a job, period.

I take it that this underlies the union's feeling with respect to this matter. Other industries have had the same problem and have tried to work it out. Now, if there are these obsolete work rules that require change, good collective bargaining in other industries says you must pay attention to minimizing the impact of this change upon the people affected. There is a growing trend toward recognizing the problem in such terms in other industries which have bargained during the past few months, but not just in relation to wage increases. I speak of the kind of agreement reached in the Armour contract in meatpacking. Here, in order to have latitude in this area, a fund was established out of savings, to see to it that the cost of getting the barnacles off the ship was not subsidized by the people who are directly affected.

It strikes us that this human problem is the essence of the problem. It is much more than a matter of asserting the right to change overnight work practices that have been in effect for months and years, in some cases, I suppose, for a long period of time.

How do you do this, taking into account the human factors that are involved? As my friend, the late Selig Perlman, said, a Nation's labor is not an abstract force in the grip of an abstract force. It is a group of human beings whose needs have to

be considered when you throw over established rules. Vested interests are involved in all of this.

Now, in these terms, I don't believe this Board would think the union would have a tenable position, nor do I understand that they have taken the position that what I call obsolete work rules are not bargainable in terms such as I have indicated.

A Suggested Procedure

We think that, cast in this light, these two roadblocks which have not been negotiated and which impede an agreement—the key agreement between the 12 companies and the union—can be surmounted by progress made in this direction.

Obviously, progress cannot be made if each side says, "This is it." What I am trying to do is to recast the crucial issues, as they have been posed by company and union, into terms that are negotiable. We don't think that the negotiation suggested is an insurmountable job in any sense of the word. We don't think there are unusual kinds of problems to be grappled with in collective bargaining.

Indeed, we call your attention to this fact—that these crucial roadblock issues sooner or later have to be removed to make agreement possible. Sooner or later they have to be removed. In view of the extension of time this Board has for its report, the parties here in Washington have this afternoon, Friday, Saturday, and Sunday to direct themselves to a resolution of these issues in the way I have posed them. I don't know anything more important that these parties have to do than to direct themselves to a resolution of these two roadblock issues. I suggest to you, and I would like a statement of position of both sides with respect to this: If it is impossible for you to resolve these issues directly, why is it not preferable to submit the issues, as I have phrased them, to an arbitration procedure of your own devising, phrasing these issues much better than I could as to what should be submitted for arbitrable decisions, by people who would be acceptable to yourselves?

Why is that not preferable to going the route we have been going, with its involvement of a national emergency?

² Editor's Note.—Elmer J. Maloy of the United Steelworkers of America.

The Steel Board's Report to the President

Editor's Note.—*The following comprises substantial excerpts of the report submitted by the Board of Inquiry on October 19, 1959, to the President on the issues in the current steel dispute.*

Functions of the Board

The Board [of Inquiry], under the circumstances of [the steel] dispute, decided that it could best discharge its responsibilities under the Labor Management Relations Act, 1947, by reporting to the President the facts with respect to the dispute, including specifically a statement of the basic issues that must be resolved and the positions of the parties respecting them.

The Board had two subsidiary activities. It received into the record evidence submitted by the parties with respect to the public emergency aspect of the dispute. As well as holding hearings, the Board sought to mediate the dispute through discussions with the parties.

The Issues and Positions of the Parties

History of the Economic Issues. Wages and so-called fringe benefits are dealt with as the parties dealt with them in their presentations to the Board. Different interpretations were advanced as to the economic position of the industry and the needs of the country. The parties differed, as well, on the statistics which measure the industry's economic situation and the status of the industry's wage earners. Their policy differences were especially pronounced respecting the role of increased wage payments in price rises and economic growth.

This dispute has occurred during a period of growing national interest in ways of achieving

both price stability and economic growth [and] has put unusual strain on collective bargaining, the values of which our Nation also seeks to preserve. Even more than in previous years, it has been widely felt that the settlement in steel will affect wages and prices throughout the economy.

The companies¹ have taken the position that they cannot contemplate any wage increase which could be met out of improvements in their operations. The companies' chief spokesman testified that "new wage and benefit increases for the employees can be provided only as made available through more effective operation of the business. This principle is basic."² Any other course, he argued, would lead to price increases of steel, to wage and hence price increases in other industries, and to a general raising of the price level. For steel, it is maintained, price rises would mean acceleration of already present competition from substitute commodities and from imports, with adverse effects on employment.

On October 14, the companies stated to the Board that their ability to pay wage and other payment increases is 2 percent a year.³ This figure, based on one way of measuring changes in output per man-hour, was stated to be a significant limiting factor on their position. The technical questions involved in the choice of such a measure (whether, for example, a measure apparently based on steel shipments unadjusted for changes in types of steel shipped is appropriate) are of some significance. Other measures of output per man-hour, higher than 2 percent, for steel, for manufacturing, and for the whole economy are also referred to in the companies' submissions.⁴ The companies made only limited explanation of the basis for the selection of the 2-percent figure.

No estimate has been submitted by the companies of the additional economies which might

¹ Editor's Note.—The 12 steel companies which undertook key negotiations in the dispute with the United Steelworkers of America were: Allegheny Ludlum Steel Corp., Armco Steel Corp., Bethlehem Steel Co., Colorado Fuel and Iron Corp., Great Lakes Steel Corp., Inland Steel Co., Jones & Laughlin Steel Corp., Kaiser Steel Corp., Republic Steel Corp., U.S. Steel Corp., Wheeling Steel Corp., and Youngstown Sheet and Tube Co.

² Transcript [of public hearings conducted by the Board of Inquiry, Washington, D.C., October 12-15, and 18 (hereafter called Transcript)], pp. 364-365.

³ Transcript, pp. 386, 388. See Appendix A [of the Report to the President by the Board of Inquiry] for details of the Companies' proposal and for a summary of the evidence relating to the cost of this proposal.

⁴ 12 Companies Exhibit B-9, pp. 20-21.

arise as a result of the contract changes which the companies desired, particularly those pertaining to work rules. Should there be any resultant savings, however, the companies stated that they felt some obligation, in making distribution, to consider other interests rather than the interests of their employees alone.⁵

The significance of the output per man-hour, or productivity figures, to the economic argument which underlies this dispute is illustrated by the reliance of the union upon a much higher figure than the companies' 2 percent in justifying its demand for a package increase which it estimated at 15 cents an hour for each year. The union relied essentially upon output per man-hour figures for wage employees in steel and for all employees in the private economy as a whole, for the post-war period, up to 3.8 percent.⁶ The union has made only limited explanation of its use of productivity figures in arriving at its wage demands.

The union, in support of its case, and of its position that a noninflationary increase can in fact be greater than 2 percent, cited both the higher rate of productivity advance and profit levels which it believes will permit the payment of a larger wage increase.⁷ It denied the "wage push" theory of inflation which was espoused by the companies; its economic consultant argued on the contrary, that more wages and consumption are necessary to the maintenance of growth and full employment.⁸ It also denied that imports offer substantial enough competition to affect the companies' ability to increase wages and fringes by 15 cents an hour.⁹

These considerations are the heart of the economic argument between the parties. Each side has offered counterargument to the other's position and has restated and refined its position, often buttressing its view with detail and statistical data.

Negotiation on the economic issue, as disclosed in the evidence submitted to this Board, was impeded throughout the dispute by preconditions set by the parties. The companies refused to bargain about wages and fringes until their demands respecting work rules had first been resolved. The union was not willing to discuss work rules provisions, which it held not to be negotiable. Since neither side would accept the preconditions of the other, effective negotiations could not proceed.¹⁰

The positions of the parties became somewhat clearer after the President intervened on September 30 and requested the parties to resume negotiations. In the following 3 days, the companies put into more specific terms the economic package which they were prepared to offer, the apportionment of a 2-percent cost increase, in return for changes in work condition provisions. For all practical purposes, the same basic situation respecting preconditions obtained.

In its appearance before the Board, the union, in addition to stating its interpretation of the companies' offer and the reason for its rejection, outlined a series of economic demands which represented a specific selection from the list of items which had been generally discussed with the companies since the period prior to the strike.

The October 1¹¹ offer of the companies to the union, repeated in its appearance before the Board, and the October 12 statement of the union to this Board, reflected the positions of the parties at the conclusion of the Board's hearings on October 15.

At the conclusion of the first 3 days of hearings, each side indicated willingness to negotiate further and in fact such negotiations did take place following the closing of the Board's hearings on October 15. This resulted in new offers which somewhat narrowed the earlier differences between the parties.

History of Contract Issues. On June 10, 1959, the 12 major companies submitted an eight-point program of contract changes to the union. The companies stated that agreement by the union on language changes relating to this eight-point program was a prerequisite to agreement by them for a package composed of a "modest" wage increase and certain fringe benefit improvements.¹² The companies' eight-point program of contract changes dealt with the following: (1) local working conditions, (2) wildcat strikes, (3) incentives,

⁵ Transcript, pp. 404-405.

⁶ Transcript, p. 158.

⁷ Transcript, p. 166ff.

⁸ Transcript, p. 269ff.

⁹ Transcript, p. 288ff.

¹⁰ This impasse resulting from the preconditions was apparent even when, in September, bargaining committees from each of the 12 companies met separately to review the work rules problems, company by company.

¹¹ Contract proposals were handed to the union on October 1 and were restated and clarified on October 3.

¹² 12 Companies Exhibit B-2.

(4) work schedules, (5) vacations, (6) overlapping and duplication of benefits, (7) seniority, and (8) simplification and clarification of contract language. No agreement was reached on any of these proposals either before or since the strike began.¹³

In the October 1 proposal for settlement of the strike, the companies offered to withdraw all proposed contract changes with the exception of those relating to three issues, subject to the union's withdrawal of its list of proposed contract changes and to the 2-percent employment cost limitation on wages and fringes.¹⁴ This was the first time that the companies made explicit the limitation on the increase in employment costs which they construed as a precondition for settlement of the dispute. Of the eight contract issues previously mentioned, the companies insisted that agreement was necessary on the issues related to local working conditions, scheduling of work, and wildcat strikes, prior to bargaining on the allocation of the 2-percent employment costs. This proposal was rejected by the union.¹⁵

Until the hearing before the Board, there was no understanding by the parties as to which of the eight-point objectives the companies were still seeking. At the hearing before the Board, the companies clarified the question as to which of the eight issues still remained to be resolved. In addition to those specified in the October 1 proposal, there was included under the issue relating to work schedules the question of vacation schedules which, it appears to the Board, had previously been covered by point five of the companies' eight-point program. It was also made clear that the issue relating to seniority had not been withdrawn as to Great Lakes Steel and the Detroit plant of Jones and Laughlin.¹⁶

LOCAL WORKING CONDITIONS

The contract issue that has been the most serious bar to a settlement of the strike concerns provisions dealing with "local working conditions."

The controversy regarding this problem has centered around section 2-B of the contract between the U.S. Steel Co. and the union. Company representatives asserted that, with the exception of Wheeling Steel, every one of the 12 companies had a similar clause presenting similar difficulties.¹⁷ The spokesman for 15 additional steel companies, however, stated that 6 of the 15 did not have a "local working conditions" clause in their contracts.¹⁸ It was testified that the clauses dealing with this question in the shipping affiliates of the steel companies were satisfactory.¹⁹

Section 2-B . . . was incorporated in the U.S. Steel agreement for the first time in 1947. The clause resulted from the apparent impossibility of incorporating in a national agreement the multitude of local rules and practices that had been established at individual plants. These practices dealt with such matters as crew size for specific operations, relief time, spell arrangements, and other working conditions vital to the cost of operations and to harmonious labor-management relations.

Section 2-B of the expired U.S. Steel agreement reads:

The term "local working conditions" as used herein means specific practices or customs which reflect detailed application of the subject matter within the scope of wages, hours of work, or other conditions of employment and includes local agreements, written or oral, on such matters. It is recognized that it is impracticable to set forth in this agreement all of these working conditions, which are of a local nature only, or to state specifically in this agreement which of these matters should be changed or eliminated. The following provisions provide general principles and procedures which explain the status of these matters and furnish necessary guideposts for the parties hereto and the Board.

1. It is recognized that an employee does not have the right to have a local working condition established, in any given situation or plant where such condition has not existed, during the term of this agreement or to have an existing local working condition changed or eliminated, except to the extent necessary to require the application of a specific provision of this agreement.

2. In no case shall local working conditions be effective to deprive any employee of rights under this agreement. Should any employee believe that a local working condition is depriving him of the benefits of this agreement, he shall have recourse to the grievance procedure and arbitration, if necessary, to require that the local working condition be changed or eliminated to provide the benefits established by this agreement.

3. Should there be any local working conditions in effect which provide benefits that are in excess of or in addition

¹³ Union Exhibit B-8; Transcript, p. 366.

¹⁴ Transcript, pp. 16, 90; Union Exhibit B-4.

¹⁵ 12 Companies Exhibit A, p. 19.

¹⁶ 12 Companies Exhibit F.

¹⁷ 12 Companies Exhibit F.

¹⁸ Transcript, p. 516.

¹⁹ Transcript, p. 526.

to the benefits established by this agreement, they shall remain in effect for the term of this agreement, except as they are changed or eliminated by mutual agreement or in accordance with paragraph 4 below.

4. The company shall have the right to change or eliminate any local working condition if, as the result of action taken by management under section 3—management, the basis for the existence of the local working condition is changed or eliminated, thereby making it unnecessary to continue such local working condition; provided, however, that when such a change or elimination is made by the company any affected employee shall have recourse to the grievance procedure and arbitration, if necessary, to have the company justify its action.

5. No local working condition shall hereafter be established or agreed to which changes or modifies any of the provisions of this agreement. In the event such a local working condition is established or agreed to, it shall not be enforceable to the extent that it is inconsistent with or goes beyond the provisions of this agreement, except as it is approved by an international officer of the union and the industrial relations executive of the company.

There has been much controversy over the meaning of section 2-B between the parties directly and in arbitration proceedings. In 1952, one of the basic issues referred by the parties to the Wage Stabilization Board was a proposal of the companies to revise or eliminate section 2-B, and its counterparts, and a proposal of the union to extend the clause throughout the industry. The Wage Stabilization Board concluded, after study and hearing, that there be no change in existing contractual provisions.²⁰ Thus, the current language of section 2-B in the U.S. Steel agreement is identical to that agreed to in 1947.

Throughout the 1959 negotiations, the companies have contended that U.S. Steel's section 2-B and its counterpart in other agreements have seriously hindered efforts to improve plant efficiency.²¹ Although the parties are in full agreement that section 2-B does not prevent or interfere with adjustments when "the basis for the existence of the local working condition is changed or eliminated," such as the introduction of technological changes, changes in equipment or manufacturing processes,²² the companies argue that section 2-B is a serious hindrance in other circumstances, for example, where there has been no investment in new facilities.²³ The union, on the other hand, insisted that "the existing language rebuts the notion that featherbedding has been protected or that management has been obstructed in improving productivity or efficiency." The union contended that

section 2-B does prevent the unilateral imposition of an increase in the individual's workload.²⁴

There has been a fundamental disagreement about this problem. The companies insisted upon a revision of section 2-B as an essential prerequisite to the revision or abolition of outmoded work rules. The companies declared that the efficient operation of their plants made a contract change imperative.²⁵ The companies have stated that the precise language to accomplish this objective is negotiable.²⁶ The union insisted that "local working conditions" can only be settled at the plant level and that there is nothing in the current language of section 2-B which hinders the solution of the companies' problems.²⁷ In an attempt to meet these objections, the union proposed the insertion in the U.S. Steel and other agreements of a sentence from the Bethlehem agreement which reads, "The provisions of this section are not intended to prevent the management from continuing to make progress."²⁸ The union also offered the establishment of a joint committee to survey the "local working conditions" problem and to make recommendations for its solution.²⁹ These suggestions were not accepted by the companies.

This issue is so difficult because it may involve changes in crew size and the consequent likelihood that men would be displaced.³⁰ Both parties have remained adamant.³¹

The companies declared they could not improve wage and fringe benefits in the industry without an opportunity, through a revision of section 2-B, as well as general technological improvements, to absorb increased costs by improved efficiency.³² The union strongly asserted that management's purpose in proposing contract changes in section 2-B was to give it a unilateral right to eliminate

²⁰ Union Exhibit B-14.

²¹ Transcript, pp. 366, 439, 445.

²² Transcript, pp. 79, 445; Union Exhibits B-7 and B-8.

²³ 12 Companies Exhibit B-10.

²⁴ Union Exhibit B-7.

²⁵ Transcript, pp. 381, 445.

²⁶ Transcript, pp. 381, 451-2; 12 Companies Exhibit B-10.

²⁷ Transcript, pp. 89, 122-3, 130, 135.

²⁸ Union Exhibits B, p. 13, and B-7.

²⁹ Union Exhibit B-7; Transcript, p. 122.

³⁰ Transcript, pp. 86, 211, 215, 234.

³¹ Transcript, pp. 17, 366, 381, 393, 395.

³² 12 Companies Exhibit B-2; Union Exhibit B-4; Transcript, pp. 366-381.

long established employee benefits gained through prior bargaining and custom, and to increase the workload without any effective protection of the employees' interest.³³

WORK AND VACATION SCHEDULING

In testimony before the Board, the companies insisted that modifications of the contract language relating to scheduling of work are also vital.³⁴ This issue affects all 12 companies, with the exception of Wheeling and Youngstown Sheet and Tube.³⁵ As noted above, the companies have brought their proposal relating to vacation scheduling under the heading of scheduling of work. This issue significantly affects the 12 companies, with the exception of Allegheny Ludlum, Wheeling, Colorado Fuel and Iron, Kaiser, and Inland.³⁶

The companies proposed a considerable number of changes in the contract language relating to work schedules in their original submission of contract language on June 22. In the October 1 proposal to settle the strike, the companies indicated a willingness to narrow their request for changes in work schedule provisions "to the bare essentials necessary to comport reasonably with the requirements of the business' without incurring penalties."³⁷ The companies' objective was to obtain the right to change schedules after posting, without penalty, if the requirements of the business should make this necessary.³⁸

The union stated that it was willing to make some provision for greater flexibility in scheduling, provided the companies would accept penalties for failure to comply with the scheduling provisions.³⁹ In support of this approach to the problem, the union argued that, under present contracts, the companies violate scheduling provisions without the imposition of a penalty in most situations.⁴⁰

The companies also desired to schedule vacations throughout the year⁴¹ as do five companies now. Bethlehem and Jones and Laughlin are limited to scheduling between April 15 and December 31. Youngstown Sheet and Tube and Great Lakes Steel may schedule only between May 31 and December 31; while U.S. Steel, Armco, and Republic may schedule only between May 1 and October 1.⁴² The proposal relating to vacation scheduling was only introduced during the October 15 hearing before the Board. There was no opportunity for the union to express its view.

WILDCAT STRIKES

The companies maintained that wildcat strikes under the current contracts are a serious problem. They insisted that changes in contract language are essential to deal adequately with them, despite the fact that the union, at the international level, "sincerely wants to make our provisions against no strikes effective."⁴³ On October 1, the companies offered to withdraw a previous request for the automatic loss of vacation pay and supplemental unemployment benefit credits by employees involved in wildcat strikes.⁴⁴ The remaining portion of the proposal appears to be designed to make the local union, as well as the international union, responsible for wildcat strikes by making it a signatory to the agreement and to authorize the discharge of any employee who participates in a wildcat strike irrespective of whether other employees are similarly disciplined.⁴⁵

The union was adamant in opposition to any changes in the contract language relating to wildcat strikes. It asserted that section 4 of the U.S. Steel contract, and similar provisions of other contracts, provide for local, as well as international union, responsibility for wildcat strikes. It also asserted that present contract language amply supports the right to suspend or discharge employees who participate in wildcat strikes.⁴⁶ The union's contention was that punishment under management's proposal would be at the whim of the company, whereas the current language permits an arbitrator properly to modify the penalty where other individuals of greater guilt have not been penalized.⁴⁷

The companies took cognizance of the assertion of union counsel that section 4 of the U.S. Steel

³³ Transcript, pp. 17, 546; Union Exhibit B-7.

³⁴ Transcript, pp. 387, 470.

³⁵ 12 Companies Exhibit F.

³⁶ 12 Companies Exhibits B-10 and F.

³⁷ 12 Companies Exhibit B-10.

³⁸ Ibid.

³⁹ Transcript, pp. 31, 230.

⁴⁰ Transcript, pp. 31, 230.

⁴¹ 12 Companies Exhibits B-10 and F; Transcript, p. 471.

⁴² 12 Companies Exhibit F.

⁴³ Transcript, p. 460.

⁴⁴ 12 Companies Exhibit B-10; Transcript, p. 465.

⁴⁵ Transcript, pp. 460-466.

⁴⁶ Transcript, pp. 28, 93.

⁴⁷ Transcript, p. 237.

contract does establish local union responsibility. Even if this is the case, there are four companies that require contract changes since there are only eight companies with language similar to U.S. Steel. All 12 companies seek clarification of the contract to support the right to discharge any employee who participates in a wildcat strike.⁴⁸

UNION PROPOSALS

During the early stages of negotiations, the union submitted a "comprehensive" list of contract changes, some of which the union sought to have incorporated in the new agreement.⁴⁹ They were all rejected by management during the negotiations which followed.⁵⁰ In its testimony before the Board, the union limited its presentation to a group of issues it regarded as major in character and indicated that the remaining issues could be resolved in negotiations.⁵¹ The major union proposals relate to contract changes on the following: (1) agency shop, (2) grievance procedure, (3) rates of pay, (4) contracting out, (5) work schedules, (6) overtime, (7) vacations, (8) seniority, (9) safety and health, (10) military service, and (11) severance allowances. The union proposal with respect to each of these subjects and the union argument relating to them have been set forth in Union Exhibit H. The Board's record does not include the companies' position with respect to these proposals. The Board assumes, on the evidence before it, that these proposals are negotiable.

MISCELLANEOUS ISSUES

There are a considerable number of other issues which remain unresolved. Some of these relate to particular groups of employees, such as salaried, office, and technical workers; some relate to individual companies or special groups of companies, such as iron ore mines and lake shipping; others relate to provisions for contract clauses to implement any agreement which might be reached. It appears that these issues can be resolved after a solution has been found for the two basic issues which divide the parties.

Issues and Positions as of October 18

In the negotiations which took place on October 16 and 17, the companies set aside the preconditions concerning contract clauses, on which they had insisted earlier prior to consideration of the economic issues. They sought agreement on the economic issues. Each side made a new offer, and each came closer to the position of the other, but no agreement was reached.

The companies modified their insistence upon a 2-percent-per-year cost limit and described their new offer as yielding a 2.6-percent increase,⁵² an amount corresponding to the long-term increase in output per man-hour in the steel industry cited by Secretary Mitchell in his report.⁵³ They still maintained, however, that the package proposed by the union could not be absorbed by prospective economies of operation. The union disputed the overall employment cost which the companies assigned to their offer and rejected the offer as inadequate.

The economic disagreement centered principally on the merits and cost of specific provisions for insurance and pensions, the limitations placed on operation of the cost-of-living escalator clause, and the question of effective dates. On the question of negotiated increases in basic wage rates, which would not take place until the second year under either proposal, the parties are only 1 cent apart. There are a number of minor disagreements concerning methods of calculating cost and assessing the value of these offers, but these in themselves do not offer serious obstacles to agreement. Comparisons of the two offers is complicated by many factors, including the fact that the companies' offer is for a 3-year contract, while the union's offer is for a 2-year contract, construed by the companies to be an effective 20-month contract. There are also differing effective dates for different parts of the agreements.

The total package of union requests was computed by it at about 20 cents an hour for the 2-

⁴⁸ Transcript, p. 466; 12 Companies Exhibit F.

⁴⁹ Transcript, p. 98.

⁵⁰ Transcript, p. 226.

⁵¹ Transcript, pp. 44, 244, 245.

⁵² Transcript, p. 649.

⁵³ 12 Companies Exhibit B-7.

year period, exclusive of the effects of wage rate increases on overtime, vacations, holidays, etc., and excluding the possible effect of cost-of-living escalation. The companies assigned a value of 32.4 cents to the same union proposal. This estimate includes both the effects of increases on overtime, vacations, holidays, etc., and a 3-cent maximum possible cost-of-living adjustment.

The most recent companies' offer was valued by them at 33 cents for a 3-year period. The union placed a value of about 24 cents an hour upon this package.

There seems to be an understanding between the parties that economic changes during the first year of the contract shall be confined to so-called fringe benefits. There seems to be further understanding that the fringe benefits in question are in the fields of insurance, pensions, and supplementary unemployment benefits (SUB). The union's request for changes in vacations, holiday premiums, and Sunday overtime benefits appears to have been dropped in its most recent offer.

As to insurance, there are differences respecting both policy and estimates of cost. The basic union demand is that the companies assume the present obligations of the employees under a contributory plan and convert the system to a noncontributory one. The companies object to this change on policy grounds. They propose, however, to assume the cost of a new major medical plan under which employees would pay medical costs up to certain levels before benefits would be payable. The union desires a different form of further insurance coverage. There are significant discrepancies between the cost calculations of the companies and the union, particularly on the question of the prospective cost of the present insurance program in future years. These differences in cost estimates . . . reflect both different assumptions as to future costs and different sources of information . . . The companies insisted that their costs are conservatively arrived at on the basis of insurance carrier estimates. The union stated that it had not had access to the information available to the companies because, it claimed, of company insistence in prior years that bargaining be confined to benefits. Union estimates were stated to

be based on experience and expert actuarial advice.

A number of the proposals regarding pension arrangements are common to the proposals of both parties. In addition, the union seeks an increase in credited years of service from the present ceiling of 30 up to 40, an increase in benefits for past service and in benefits for those already retired, a lump-sum special retirement payment upon the date of retirement, and certain vesting arrangements. As in the case of insurance, there are significant discrepancies between the cost calculations of the parties.

The Board could not ascertain to its satisfaction whether there were significant obstacles to the settlement of the supplemental unemployment benefits question.

The parties appeared to be bargaining on the basis that wage-rate increases shall begin with the second year, although they are in disagreement as to when the second year shall begin—July 1, 1960, in the case of the union, October 1, 1960, in the case of the companies. The union proposes an increase in basic wage rates of 7 cents an hour; the companies offer 6 cents an hour. The parties are in agreement concerning the additional adjustment in labor grade pay intervals necessary to reflect skill differentials. They are in some disagreement concerning the effect of the proposals on such other costs as overtime, holiday, and vacation pay. Basically, however, their positions on wage rate adjustment, exclusive of cost-of-living escalation, leave them not much more than a cent apart.

There is still substantial disagreement on the question of adjusting wage rates in accordance with the rise in the cost of living, although each party has changed its original position. The union has modified its original insistence on maintenance of the previous escalator provision. It has offered to waive all cost-of-living adjustments that might arise under the clause prior to July 1, 1960. This, it stated, involves foregoing at least 2 cents that would be due employees even if the cost of living were not to rise further; it makes this offer on the condition that the companies agree to assume present employee insurance obligations. In addition, it offered to place a 3-cent ceiling on any additional

escalation which may result during the second contract year.

The companies have modified their original proposal that the cost-of-living escalator provision be dropped. They propose, instead, that the clause be operative only if the cost of living rises to such a degree that an increase of more than 6 cents would be called for in the second year of the contract, or an increase of an additional 6 cents called for in the third year of the contract. In either event, a 3-cent ceiling is to be set on additional wage increases arising from this clause.

The union proposal of October 15 contained suggested contract provisions regarding: (1) a joint committee to study automation and local working conditions, (2) seniority, and (3) the union shop.⁵⁴ The union proposed to establish a joint committee to study problems resulting from automation and technological change, and local working conditions, and to make recommendations to the parties. In the words of the union, the committee would be authorized to settle problems in these areas by mutual agreement.

The seniority proposal was designed to give greater protection to laid-off employees as against new applicants. The union's third proposal was that the present union shop provisions be retained and that where State laws forbid their enforcement, the maximum permissible form of union security shall be provided.

The companies' proposal of October 17 made no change in the previous position of the companies with regard to local working conditions, scheduling of work and vacations, and wildcat strikes.⁵⁵ On these contract issues, the companies adhered to their testimony of October 15,⁵⁶ which encompassed their offer of October 1, as explained by their letter of October 3⁵⁷ and as clarified at the hearing on October 15.⁵⁸

The companies' proposal did contain a new suggestion to establish a Human Relations Research Committee composed of an equal number of representatives designated by the parties, under the co-chairmanship of two persons of outstanding qualifications and objectivity, one each to be designated by the company and the union. The committee would plan and oversee studies and recommend solutions of mutual problems in the following

areas: (a) guides for the determination of equitable wage and benefit adjustments, (b) employment stabilization and other employment problems arising from practice changes to improve the efficiency of operations, (c) maintenance of the job classification system, (d) wage incentives, (e) seniority, (f) medical care, and (g) such other overall problems as the parties may from time to time refer to such committee.⁵⁹

The union also proposed the establishment of a joint committee with the function of developing a long-range formula for the equitable sharing of economic progress. This committee would, under the union's proposal, report to the parties prior to July 1, 1960, and, by mutual agreement, the parties would incorporate an agreed-upon formula in substitution for the wage and cost-of-living provisions scheduled to become effective on July 1, 1960.

The companies also made a proposal relating to seniority which they stated was intended to meet a portion of the union's proposal of October 15 on this issue.

In the public hearing on October 18, the union adhered to the positions outlined in its proposal of October 15.⁶⁰ The union also reaffirmed its adamant position regarding the companies' latest proposal as to contract changes. The union contended that the companies' suggestion for a Human Relations Research Committee did not improve the companies' previous proposal on the "local working conditions" question, because it merely provided for a study of problems after the companies, pursuant to their revised clause of October 1, had made unilateral changes in local working conditions.

The companies reaffirmed their willingness to work out appropriate language to solve the various contract problems "within the framework of the ideas outlined to the Board on October 15."⁶¹ In his closing remarks, however, the companies' spokesman offered to submit "local working con-

⁵⁴ Union Exhibit O.

⁵⁵ 12 Companies Exhibit J.

⁵⁶ See pp. 1335-1338 of this issue.

⁵⁷ 12 Companies Exhibit B-10.

⁵⁸ 12 Companies Exhibit G.

⁵⁹ 12 Companies Exhibit J, p. 3.

⁶⁰ Transcript, pp. 651-615.

⁶¹ 12 Companies Exhibit I.

ditions" to binding arbitration by a three-man board—one company, one union, and one selected by these two—"for a solution within 60 days." This board of arbitration, under the companies' proposal, would deal with one question: "What, if any, changes should be made in the local working

conditions provisions to enable the companies to take reasonable steps to improve efficiency and eliminate waste with due regard to the welfare of the employees."²²

The Board assumes, from the complete testimony on October 18, that the companies still adhered to their position concerning the other contract issues discussed on October 15.

²² Transcript, p. 690.

APPENDIX D

COMPARISON OF COST CALCULATIONS OF MOST RECENT COMPANY AND UNION ECONOMIC PROPOSALS IN THE 1959 STEEL CONTRACT DISPUTE

[Cents per hour]

Provision ¹	Companies' proposal of October 17 as valued by—		Union proposal of October 15 as valued by—	
	Unions	Companies	Unions	Companies
Insurance.....	4.66	6.8	7.8	10.7
Increase in cost of present program.....	(²)	2.70	.96	2.70
Pensions.....	.9	1.2	³ 2.28	5.1
Increased minimum benefit and increased maximum years of credited service.....	(²)	.25	.75	2.83
Supplemental unemployment benefits.....	0	2.0	0	2.0
Wage rates:				
First contract year.....	0	0	0	0
Second contract year.....	⁴ 9.1	9.7	⁵ 10.32	11
Third contract year.....	⁴ 9.1	9.7	Proposal for 2-year contract only	
Cost-of-living escalation.....	0	⁶ Maximum 3.6	Maximum 3	⁶ Maximum 3.6
Total, 2-year period.....			20.40 plus maximum 3 cents for cost of living.	28.3 plus maximum 3.6 cents for cost of living.
Total, 3-year period.....	23.8	29.4 plus maximum 3.6 cents for cost of living.		

¹ Steelworkers supplementary benefits proposals for first contract year to be effective on November 1 or, in case of SUB, on date of contract signature; company proposals on supplementary benefits January 1, 1960, except for SUB, which will be effective on date of signature. Wage-rate changes—July 1, 1960, in case of Steelworker proposals; companies as of October 1, 1960, and October 1, 1961.

² No calculation available.

³ For companies with 30-year amortization; for 23-year amortization, estimate would be 2.55 cents.

⁴ Including effects on premium pay for overtime and Sunday work, holiday and vacation pay. Excluding these effects, estimate would be 8.24 cents.

⁵ Including effects on premium pay for overtime and Sunday work, holiday and vacation pay. Excluding these effects, estimate would be 9.4 cents.

⁶ Including effects on premium pay for overtime and Sunday work, holiday and vacation pay.

The Supreme Court's Ruling in the Injunction Appeal

EDITOR'S NOTE.—*The complete text of the majority opinion of the High Court upholding the constitutionality of the Taft-Hartley Act's machinery for coping with national emergency strikes through injunctions is reproduced below. A summary of the dissent by Justice William O. Douglas follows. A report on the appellate court decision appears on pp. 1371-1372 of this issue.*

Majority Opinion

Per curiam.

The Attorney General sought and obtained in the District Court for the Western District of Pennsylvania an injunction against the continuation of an industrywide strike of workers in the basic steel industry pursuant to Section 208 of the Labor Management Relations Act, 61 Stat. 155, 29 U.S.C., Section 178. We granted certiorari to review the judgment of the Court of Appeals for the Third Circuit—F. 2d—affirming the District Court. In pertinent part, Section 208 provides that if the District Court—

“finds that . . . [a] threatened or actual strike or lockout—

“(1) affects an entire industry or a substantial part thereof engaged in trade, commerce, transportation, transmission, or communication among the several States or with foreign nations, or engaged in the production of goods for commerce; and

“(2) if permitted to occur or to continue will imperil the national health or safety, it shall have jurisdiction to enjoin any such strike or lockout, or the continuing thereof, and to make such other orders as may be appropriate. . . .”

The arguments of the parties here and in the lower courts have addressed themselves in considerable part to the propriety of the District Court's

exercising its equitable jurisdiction to enjoin the strike in question once the findings set forth above had been made. These arguments have ranged widely into broad issues of national labor policy, the availability of other remedies to the executive, the effect of a labor injunction on the collective bargaining process, consideration of the conduct of the parties to the labor dispute in their negotiations, and conjecture as to the course of those negotiations in the future.

We do not believe that Congress in passing the statute intended that the issuance of injunctions should depend upon judicial inquiries of this nature. Congress was not concerned with the merits of the parties' positions or the conduct of their negotiations. Its basic purpose seems to have been to see that vital production should be resumed or continued for a time while further efforts were made to settle the dispute.

To carry out its purposes, Congress carefully surrounded the injunction proceedings with detailed procedural devices and limitations. The public report of a board of inquiry, the exercise of political and executive responsibility personally by the President in directing the commencement of injunction proceedings, the statutory provisions looking toward an adjustment of the dispute during the injunction's pendency, and the limited duration of the injunction, represent a congressional determination of policy factors involved in the difficult problem of national emergency strikes. This congressional determination of the policy factors is of course binding on the courts.

The statute imposes upon the courts the duty of finding, upon the evidence adduced, whether a strike or lockout meets the statutory conditions of breadth of involvement and peril to the national health or safety. We have accordingly reviewed the concurrent findings of the two lower courts. Petitioner here contests the findings that the continuation of the strike would imperil the national health and safety.

The parties dispute the meaning of the statutory term “national health”; the Government insists that the term comprehends the country's general well-being, its economic health; petitioner urges that simply the physical health of the citizenry is meant. We need not resolve this question, for we think the judgment below is amply supported on

the ground that the strike imperils the national safety.¹ Here we rely upon the evidence of the strike's effect on specific defense projects; we need not pass on the Government's contention that "national safety" in this context should be given a broader construction and application.

The petitioner suggests that a selective reopening of some of the steel mills would suffice to fulfill specific defense needs. The statute was designed to provide a public remedy in times of emergency; we cannot construe it to require that the United States either formulate a reorganization of the affected industry to satisfy its defense needs without the complete reopening of closed facilities, or demonstrate in court the unfeasibility of such a reorganization. There is no room in the statute for this requirement which the petitioner seeks to impose on the Government.

We are of opinion that the provision in question as applied here is not violative of the constitutional limitation prohibiting courts from exercising powers of a legislative or executive nature, powers not capable of being conferred upon a court exercising solely "the judicial power of the United States." *Keller v. Potomac Elec. Power Co.*, 261 U.S. 428; *Federal Radio Comm'n v. General Elec. Co.*, 281 U.S. 464.

¹ The evidence in this regard is reflected in the District Court's findings of fact Nos. 15 (a), (b), (c), and (d), as follows:

"(a) Certain items of steel required in top priority military missile programs of the United States are not made by any mill now operating, nor available from any inventory or from imports. Any further delay in resumption of steel production would result in an irretrievable loss of time in the supply of weapons systems essential to the national defense plans of the United States and its allies.

"(b) The planned program of space activities under the direction of the National Aeronautics and Space Administration has been delayed by the strike and will be further delayed if it is continued. Specifically, Project Mercury, the Nation's manned satellite program, which has the highest national priority, has been delayed by the reason of delay in construction of buildings essential to its operation. This program is important to the security of the Nation. Other planned space programs will be delayed or threatened with delay by a continuation of the strike.

"(c) Nuclear submarines and the naval shipbuilding program other than submarines, including new construction, modernization, and conversion, have been affected by reason of the inability to secure boilers, compressors, and other component parts requiring steel. Products of the steel industry are indispensable to the manufacture of such items and delay in their production will irreparably injure national defense and imperil the national safety.

"(d) Exported steel products are vital to the support of United States bases overseas and for the use of NATO allies and similar collective security groups. The steel strike, if permitted to continue, will seriously impair these programs, thus imperiling the national safety."

Petitioner contends that the statute is constitutionally invalid because it does not set up any standard of lawful or unlawful conduct on the part of labor or management. But the statute does recognize certain rights in the public to have unimpeded for a time production in industries vital to the national health or safety. It makes the United States the guardian of these rights in litigation. Cf. *United States v. American Bell Tel. Co.*, 128 U.S. 315, 370; *Sanitary District of Chicago v. United States*, 266 U.S. 405.

The availability of relief, in the common judicial form of an injunction, depends on findings of fact, to be judicially made. Of the matters decided judicially, there is no review by other agencies of the Government. Cf. *Gordon v. United States*, 2 Wall. 561, 117 U.S. 697.

We conclude that the statute entrusts the courts only with the determination of a "case or controversy," on which the judicial power can operate, not containing any element capable of only legislative or executive determination.

We do not find that the termination of the injunction after a specified time, or the machinery established in an attempt to obtain a peaceful settlement of the underlying dispute during the injunction's pendency, detracts from this conclusion.

The result is that the judgment of the Court of Appeals for the Third Circuit, affirming that of the District Court, is affirmed. Our mandate shall issue forthwith.

It is so ordered.

Mr. Justice Frankfurter and Mr. Justice Harlan: In joining the Court's opinion we note our intention to file in due course an amplification of our views upon the issues involved which could not be prepared within the time limitations imposed by the necessity of a prompt adjudication in this case.

Douglas Dissent

Justice Douglas dissented. He contended it was plain that the President construed the word "health" to include the material (economic) well-being or public welfare of the Nation, and that the lower courts were apparently of the same view.

He was of the opinion that the words "national health" as used by Congress in the Labor Management Relations Act is much narrower and limited to its more normal meaning. He pointed out there were no findings that the steel shortages affected the national health in this narrower sense.

Justice Douglas agreed that the statute gives the District Court the authority to protect the national "safety" by issuance of an injunction where national defense is involved as stated by the majority. He did not agree, however, that the Court should issue a sweeping injunction ordering 500,000 men back to work to meet national

defense needs without some direct evidence, which there was not, that it was necessary to do so, particularly since it was undisputed that defense needs applied to only about 1 percent of steel production. He believes that in order to safeguard not only the national safety, but also the rights of labor, the court below should have determined to what extent defense needs were interfered with and whether a selective reopening could have adequately satisfied these needs before permitting an injunction to issue. Justice Douglas thus would have sent the case back to the District Court to make the appropriate findings.

Justice Douglas also pointed out that the statute gives the District Court the authority to protect the national "safety" by issuance of an injunction where national defense is involved as stated by the majority. He did not agree, however, that the Court should issue a sweeping injunction ordering 500,000 men back to work to meet national

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The Kaiser-Steelworkers Agreement

EDITOR'S NOTE.—Kaiser Steel Corp. was the first major producer of steel to reach a collective bargaining agreement with the United Steelworkers of America in the 1959 steel dispute. The corporation had been one of the 12 companies which had undertaken key negotiations with the union. The agreement, with the exception of the text of the exhibits, is reproduced below. For the economic terms included in the exhibits, see p. 1378 of this issue.

MEMORANDUM OF AGREEMENT, dated October 26, 1959, between Kaiser Steel Corp. (hereinafter referred to as the company) and the United Steelworkers of America, AFL-CIO (hereinafter referred to as the union).

The company and the union agree on the following terms and conditions as a basis for settlement of the dispute between them concerning the production and maintenance employees at the company's basic steel plant at Fontana, Calif. (An appropriate memorandum in the light of the settlement contained herein will be executed by the parties with regard to the office and clerical employees at Fontana.)

1. Insurance: Effective November 1, 1959, the company will provide and maintain, during the term of the agreement, the insurance benefits specified in the attached Exhibit A, towards which the employees will make contributions averaging 2 cents per hour.

2. Pensions: Effective November 1, 1959, improve pension plan benefits as set forth in attached Exhibit B.

3. Supplemental Unemployment Benefits: Effective as of the date of this agreement, improve the Supplemental Unemployment Benefits Plan and Agreement as set forth in attached Exhibit C.

4. Wages: Effective July 1, 1960, increase the standard hourly wage rate for Job Class 1-2 by 7.0 cents and all other standard hourly wage rates by 7.0 cents plus such amount as to reflect a uniform increase in increments between job class rates of 0.2 cents.

5. Cost of Living Adjustments: Retain provision for cost-of-living adjustment, as provided in the 1956 agreement, in accordance with the table contained therein, and extended as provided therein (1-cent change in the allowance for each 0.4- or 0.5-point change in the index, whichever is appropriate, based on the sequence of changes set forth in the adjustment table), subject to the following:

(a) In anticipation and in lieu of any cost-of-living adjustment effective January 1, 1960, the company will, effective November 1, 1959, not require the 2-cent contribution towards the insurance program set forth under Item 1 above, but will provide such program for employees during the term of the insurance agreement without cost to them.

(b) In the light of this arrangement, there shall be no change in January 1960, or at any time prior to the first pay period beginning after July 1, 1960, in the 17-cent cost-of-living adjustment which was in effect in June 1959, and the table shall be revised as follows:

123.4-123.7	16 cents
123.8-125.1	17 cents
125.2-125.5	18 cents
125.6-126.0	19 cents
126.1-126.4	20 cents

(c) Changes in the cost-of-living adjustment shall be made, if necessary, in accordance with the table, as revised above, in the first pay period beginning on or after July 1, 1960, and semiannually thereafter as provided in the August 31, 1956, agreement; provided, however, that the maximum total adjustment which shall be in effect during the period July 1, 1960, through June 30, 1961, shall be 20 cents.

6. Committee To Develop a Long-Range Plan for the Equitable Sharing of Economic Progress: The parties shall establish a joint committee,

consisting of George Taylor, chairman, David L. Cole, and John Dunlop, and three representatives designated by each party to recommend for the consideration of the parties for the establishment of a long-range plan for equitable sharing between the stockholders, the employees, and the public, of the fruits of the company's progress. The formula shall give appropriate consideration to safeguarding the employees against increases in cost of living, to promoting stability of employment, to reasonable sharing of increased productivity [and] labor cost savings, to providing for necessary expansion, and for assuring the company's and the employees' progress. The committee shall report its recommendation to the parties prior to July 1, 1960, and the parties by mutual agreement may incorporate an agreed upon plan in substitution for the wage and cost-of-living provisions in this memorandum, which would otherwise become effective on or after July 1, 1960.

7. Seniority: A. Local seniority agreements, where necessary, shall be modified to provide, subject to the ability and fitness factors specified in the agreement, that an employee, other than a probationary employee, who is on layoff or who would otherwise be laid off, shall be given preference in accordance with his seniority over new applicants for employment for any vacant job in the plant, irrespective of unit, unless it is known at the time such employee is laid off that the layoff will not continue for more than 2 weeks.

B. In addition, local arrangements relating to the application of seniority shall be reviewed in an effort to reach mutual understanding directed toward creating safeguards, consistent with efficient operation of the plant and the existing ability and fitness factors, against the application of departmental seniority in such a way as to unnecessarily retain junior employees, rather than senior employees, during periods of layoff.

C. In cases of absences due to layoff, physical disability, or permanent shutdown of a plant, department, or subdivision thereof, there shall be no break in continuous service unless such absence continues for a period equal to the employee's prior accumulated continuous service, but not less than 2 or more than 5 years.

Any continuous period of absence of such kind in excess of 2 years shall be deducted from the employee's accumulated continuous service.

The continuous service of any employee whose service was broken on or after August 3, 1958, because of absence of such kind shall be restored effective 60 days after the date of this agreement.

8. Joint Committee to Study Automation and Local Working Conditions: The parties shall establish a joint committee to study problems resulting from automation and technological change and local working conditions, and to make recommendations to the parties with respect thereto. It is mutually understood that the parties must apply themselves conscientiously to these problems to the end of achieving continued economic progress. The committee shall be authorized to settle problems in these areas by mutual agreement. Neither this committee, nor the committee provided for in Item 6 hereof, shall become involved in or party to the handling of grievances under the grievance procedure provided for in the basic agreement.

9. Union Shop: Present union shop provisions shall be retained. Where State laws forbid their enforcement, the maximum permissible form of union security shall be provided. Checkoff shall continue to be governed by Federal law.

10. New Agreements: The negotiating committees representing the parties shall reconvene promptly for the purpose of embodying the changes required by this memorandum and any such other contract changes as may be mutually agreed upon in the formal agreements between the parties. Subject only to the foregoing changes, all of such agreements shall be renewed for the terms set forth below.

11. Term of New Agreements: The new basic agreement shall expire on June 30, 1961. The new pension, insurance, and SUB agreements shall expire on October 31, 1961, but shall be subject to renegotiation, with the right to strike, at the same time as the basic agreement.

12. Termination of Strike: This memorandum constitutes the settlement of issues in dispute between the parties, as specified herein, and the strike at the properties of the company shall be terminated upon the execution hereof and the employees called back to work without discrimination as promptly as the orderly resumption of operations permits.

A Long-Range Plan for Preventing Bargaining Crises

EDITOR'S NOTE.—*The following article describes a proposal made by the Secretary of Labor on October 17, 1959, in Pittsburgh.*

THE SITUATION IN STEEL poses a dilemma: Collective bargaining, a trusted institution that preserves the right of labor and management to determine their own course, rests upon the assumption that agreement is possible. When no agreement is reached, and the lack of it carries the Nation steadily toward crisis, what are the alternatives?

In Pittsburgh, on October 17, Secretary of Labor James P. Mitchell proposed "some middle way between the danger of Government dictation and the danger of unbridled freedom that leads to crisis, some legal means available to the Government to aid the settlement of disputes, short of the Taft-Hartley injunctive process," which rests upon danger to national health and safety. At the same time, he pointed out, that Government intervention without statutory support has in the past proved unreliable and that settlements made on that basis have resulted in larger wage and price increases than in retrospect appeared to be justified.

The Secretary suggested another step to the mediation process, to give Government the authority to convene a board at any time in the course of a dispute when a clarification of the issues would

help move the parties toward settlement. This statutory board would have subpoena powers, could call hearings, evoke testimony, and create a public record of the issues and the positions of both parties in relation to those issues. It would not have the power to make recommendations unless both parties asked it to assume such power.

Such a board, operating outside the machinery of the Taft-Hartley law, would make possible an instrument for clarifying issues well in advance of dangers to the national health or safety. Since the testimony taken at a public hearing would be part of a public record, pressure for settlement on the basis of that record would presumably result. In addition, if both parties to a dispute knew in advance that their offers and positions could become part of a public record, they might well be more inclined to state them clearly during the course of negotiation.

This proposal pointed to the Presidential Board convened in the steel dispute as the kind of board envisioned. The Secretary has pointed out, however, that the steel Board began operations "under the gun of an injunction" and as part of the predictable course of the law. What is needed is that kind of board, with the same kind of powers, but operating as a part of the regular process of mediation and with a firm basis in statutory law.

If the law today provided for such a board, one could have been convened in the steel dispute as soon as it became clear that the major issues needed clarification and the positions of the parties needed clear definition. This would have left some time before the national health or safety became endangered—time during which the public pressures to settle would have been added to the mediation efforts based on the public record.

The proposal rests upon the Secretary's belief that "once the issues in any dispute are known publicly, then the possibilities for settlement are greatly increased."

Summaries of Studies and Reports

Union Security Provisions in Major Union Contracts, 1958-59

EDITOR'S NOTE.—*An article on checkoff provisions in major union contracts will appear in the January 1960 issue of the Review.*

STRONG UNION SECURITY CLAUSES in collective bargaining agreements have traditionally been an important objective of unions in the United States. In recent years, relative stability has marked the collective bargaining front, and union concern has shifted to combating State "right-to-work" laws which ban all forms of union security provisions. Meanwhile, negotiators of collective bargaining agreements, increasingly mindful of Federal and State requirements and National Labor Relations Board rulings, have shown a tendency to dress union security provisions in legalistic language or, in some cases, to strip them of any exact meaning.

The Labor Management Relations (Taft-Hartley) Act of 1947, applicable to industries affecting interstate commerce,¹ prohibits the closed shop but permits union shop and maintenance of membership clauses. However, State legislation, which is given precedence over provisions of the LMRA with regard to union membership under section 14(b) of the act, outlaws any requirement of union membership as a condition of employment in 19 States.² Two of these "right-to-work" laws were enacted recently—Indiana in 1957 and Kansas in 1958.³

Within this framework, closed shop provisions are now found in relatively few agreements covering 1,000 or more workers. On the other hand, during the past 5 years, union shop provisions, the predominant form of union security, have continued to spread among major agreements. However, this increase has come entirely at the expense of maintenance of membership provisions, since the proportion of agreements without any form of union security has not changed since 1954. In an analysis of 1,631 major collective bargaining

agreements in effect in 1958-59, covering 7.5 million workers, the Bureau of Labor Statistics found that 74 percent of the workers were covered by agreements providing for a union shop (including a small number of closed shop agreements), 7 percent by maintenance of membership provisions, and 19 percent by agreements recognizing the union as sole bargaining agent but containing no requirement regarding union membership. The proportions found by the Bureau in a study of agreements in effect in 1954⁴ were 64, 17, and 19 percent, respectively (chart).

Scope of Study

For its 1958-59 analysis of union security provisions, the Bureau studied 1,631 collective bargaining agreements, each covering 1,000 or more workers, or virtually all agreements of this size in the United States, exclusive of those relating to railroads and airlines.⁵ The total of 7.5 million workers covered represented almost half of all the workers estimated to be under agreements in the United States, exclusive of railroad and airline agreements. Of these, 4.7 million workers, covered by 1,054 agreements, were in manufacturing, and 577 agreements applied to 2.8 million

¹ The railroad and airline industries come under the provisions of the Railway Labor Act, which was amended in 1951 to permit negotiation of union shop agreements.

² Alabama, Arizona, Arkansas, Florida, Georgia, Indiana, Iowa, Kansas, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah, and Virginia. Another State, Louisiana, has a "right-to-work" law limited to agricultural laborers and workers engaged in the processing of certain agricultural products; this law was passed in 1956, after a 1954 "right-to-work" law, general in application, was repealed.

³ In the 1958 elections, right-to-work proposals were rejected by voters in 5 States. See State Right-to-Work Legislative Action in 1958 (in Monthly Labor Review, December 1958, pp. 1380-1381).

⁴ See Union-Security Provisions in Agreements, 1954 (in Monthly Labor Review, June 1955, pp. 649-658). For earlier studies, see Union Status Provisions in Collective Agreements, 1952 (in Monthly Labor Review, April 1953, pp. 383-387); Union Status Under Collective Agreements, 1950-51 (in Monthly Labor Review, November 1951, pp. 552-556); Union-Security Provisions in Agreements, 1940-50 (in Monthly Labor Review, August 1950, pp. 224-227); and Extent of Collective Bargaining and Union Recognition, 1946, BLS Bull. 909 (1947).

⁵ The Bureau does not maintain a file of railroad and airline agreements; hence their omission from this study.

workers in nonmanufacturing establishments. Seventy-five percent of the agreements were in force after January 1, 1959; the rest had expired during the period June-December 1958.

Overall results of the study were not significantly affected by agreements in the 19 "right-to-work States," since such agreements represented only about 10 percent (164) of the contracts examined and only slightly over 5 percent of all workers involved. Moreover, the recently enacted laws in Indiana and Kansas did not affect the agreements in effect at the time of their enactment.

Union Shop

Provisions for a union shop and its variations, including, for purposes of this study, the closed shop, were found in 71 percent (1,162) of the 1,631 agreements analyzed, covering 74 percent of the workers (table 1). Excluding the 164 contracts in "right-to-work" States, the percentage of union shop agreements and of workers covered would be increased to 78 percent.

The union shop provisions were of three major types, with the following requirements:

1. All employees in the bargaining unit are required, as a condition of employment, to be or become union members within a specified time^{*} after the effective date of the agreement or of hiring. A typical clause read as follows:

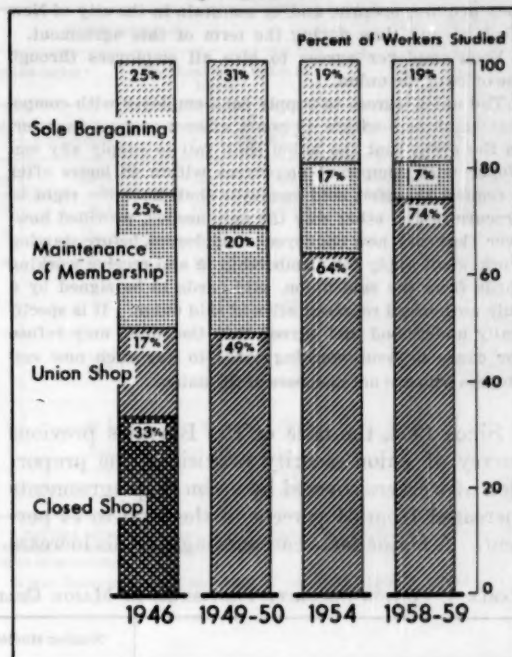
All the present employees shall, on and after the 30th day from the date hereof, as a condition of continued employment maintain their membership in the union during the life of this agreement by paying their current dues and initiation fees. All new employees shall, as a condition of continued employment, 30 days after the date hereof or the date of their employment, whichever is the later, become and remain members of the union in good standing during the life of this agreement by paying their current dues and initiation fees.

More than three-fourths of the 1,162 union shop agreements were of this type (table 2).

2. Approximately a fifth of the union shop agreements (224) modified the union shop by exempting certain groups in the bargaining unit

^{*} The time allowed was generally 30 days, which is the minimum specified by the LMRA. A few agreements merely provided for a union shop "to the extent permitted by law," as in the national anthracite and bituminous coal agreements, which read in part: "... It is further agreed that as a condition of employment all employees should be or become members of the United Mine Workers of America, to the extent and in the manner permitted by law. . . ."

Union Security Provisions in Major Collective Bargaining Agreements¹



¹ The 1946 estimates relate to the proportion of all workers under agreement covered by each type of union status. Closed and union shop clauses are not shown separately for subsequent years. Bureau reports issued since passage of the Labor Management Relations Act have classified closed shop as a type of union shop.

from membership requirements. The exemptions, in most instances, applied to employees who were not members on the effective date of the agreement. In a few cases, only employees with relatively long service were exempted; in some instances, the exemption applied only to members of religious groups with prohibitions on membership in a labor organization.

3. Under a closed shop provision, all employees must be members of the union before beginning work. Usually such agreements provide that only union members may be hired. However, if no union members are available, other workers may be hired provided they join the union prior to or shortly after starting work. The closed shop was found in 45 (less than 4 percent) of the 1,162 agreements designated as union shop agreements, principally in local trade or service industries not subject to the LMRA. For example:

Each employer hereby agrees to employ none but members of the union in good standing in his [establishment]

now owned, operated, and/or maintained by him in the city of New York or in any [establishment] which he may acquire, operate, and/or maintain in the city of New York at any time during the term of this agreement.

Each employer agrees to hire all employees through the office of the union.

The union agrees to supply each employer with competent employees within 48 hours after a request therefor. In the event that the union shall fail to supply any employer with competent employees within 48 hours after a request therefor, said employer shall have the right to procure in any other way the help needed, provided however, that such new employee or employees, before starting work, shall apply for membership in and receive working cards from the said union, said cards to be signed by a duly authorized representative of said union. It is specifically understood and agreed that the union may refuse for cause to issue working cards to any such new employees who are not members of the union.

Since 1954, the date of the Bureau's previous survey of union security provisions, the proportion of workers covered by union shop agreements increased from 64 percent of the total to 74 percent. A major factor accounting for this increase

was the action taken by major steel producers and the United Steelworkers of America in 1956, replacing membership maintenance with a modified union shop. This pattern was followed in some agreements in related industries.

Another significant development, though not affecting the proportion of union shop provisions, took place in mid-1955 when the Automobile Workers negotiated full union shop provisions in major contracts in the automobile industry, replacing the modified union shop which had been in effect since 1950. The provisions in the earlier automobile agreements, in addition to exempting from membership requirements nonunion employees when the agreements became effective, also permitted new employees to withdraw from the union after maintaining membership for 1 year. In the present study, only 17 modified union shop agreements, covering 95,000 workers, contained such escape clauses. These agreements represented approximately 8 percent of the modified union shop agreements and workers covered, com-

TABLE 1. UNION SECURITY PROVISIONS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1958-59¹

Industry	Number studied		Union shop		Membership maintenance		Sole bargaining ²	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,631	7,472.0	1,162	5,532.6	125	546.8	344	1,392.6
Manufacturing.....	1,054	4,659.7	776	3,668.3	94	358.3	184	633.1
Ordinance and accessories.....	13	31.1	7	19.5	2	4.4	4	7.3
Food and kindred products.....	114	381.3	92	297.2	7	20.6	15	63.5
Tobacco manufactures.....	12	32.0	3	5.2	1	1.3	8	25.6
Textile mill products.....	38	97.2	21	58.7	3	6.4	14	32.2
Apparel and other finished products.....	45	472.7	44	471.5	.....	.....	1	1.2
Lumber and wood products, except furniture.....	11	26.8	10	33.3	.....	.....	1	3.5
Furniture and fixtures.....	18	32.6	15	26.1	2	3.6	1	3.0
Paper and allied products.....	43	101.2	34	88.0	.....	.....	9	13.3
Printing, publishing, and allied industries.....	36	72.9	34	70.5	.....	.....	2	2.4
Chemicals and allied products.....	46	97.8	18	34.4	8	21.2	20	42.3
Petroleum refining and related industries.....	17	60.3	2	2.7	2	3.2	13	54.4
Rubber and miscellaneous plastics products.....	25	132.2	23	130.1	.....	.....	2	2.1
Leather and leather products.....	21	73.3	18	68.7	.....	.....	1	1.3
Stone, clay, and glass products.....	32	95.9	28	88.3	2	5.6	1	2.0
Primary metal industries.....	124	729.8	101	676.6	10	16.9	13	36.3
Fabricated metal products.....	57	163.8	50	151.7	2	2.7	5	9.4
Machinery, except electrical.....	125	354.9	94	293.6	13	22.4	18	38.9
Electrical machinery, equipment, and supplies.....	108	474.2	70	241.4	13	70.5	25	162.4
Transportation equipment.....	129	1,194.8	85	857.4	19	150.5	25	121.0
Instruments and related products.....	25	58.2	14	30.7	7	20.9	2	7.6
Miscellaneous manufacturing industries.....	15	27.0	13	23.2	.....	.....	2	3.8
Nonmanufacturing.....	577	2,812.3	386	1,864.3	31	188.5	160	759.5
Mining, crude petroleum, and natural gas production.....	16	261.2	11	253.2	.....	.....	5	8.1
Transportation.....	109	591.5	76	481.9	6	14.7	27	94.9
Communications.....	74	672.0	5	17.4	13	137.2	56	417.5
Utilities: Electric and gas.....	75	194.9	44	114.8	7	25.2	24	94.9
Wholesale trade.....	12	23.2	11	22.2	.....	.....	1	1.0
Retail trade.....	65	172.6	60	165.4	3	5.2	2	2.0
Hotels and restaurants.....	33	165.7	28	136.7	1	5.0	4	24.0
Services.....	48	172.0	41	142.9	1	1.3	6	27.9
Construction.....	138	646.9	105	521.7	.....	.....	33	125.3
Miscellaneous nonmanufacturing industries.....	7	12.4	5	8.3	.....	.....	2	4.1

¹ Each agreement included in this tabulation covered 1,000 or more workers. Provisions in these agreements may not be representative of provisions covering smaller establishments.

² Includes 8 agreements with provision for preferential hiring but no explicit statement as to nondiscrimination between members and nonmembers of the union, and 4 agreements with provision for an agency shop.

³ Excludes railroad and airline industries.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 2. VARIATIONS IN TYPES OF UNION SECURITY PROVISIONS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY TYPE OF HIRING CLAUSE, 1958-59

Union security provision	Total		Hiring provision				No hiring provision	
			Preferential hiring ¹		Consideration to union in hiring ²			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All agreements studied.....	1,631	7,472.0	125	391.9	232	1,466.8	1,274	5,613.3
Union shop.....	1,162	5,532.6	112	326.6	191	1,261.4	859	3,944.7
Employees must be union members before date of employment ³	45	121.9	45	121.9				
Union shop—all employees required to join within a specified time.....	893	4,244.9	63	198.6	177	1,158.5	653	2,887.8
Modified union shop—certain groups exempted from membership requirements ⁴	221	1,160.9	4	6.1	14	102.9	203	1,051.0
Modified union shop plus agency shop for the exempted groups.....	3	5.0					3	5.0
Maintenance of membership.....	125	546.8	5	15.0	3	6.2	117	525.6
Maintenance of membership only ⁴	117	499.8	5	15.0	3	6.2	109	478.6
Maintenance of membership and agency shop ⁴	8	47.0					8	47.0
Sole bargaining.....	344	1,392.6	8	50.3	38	199.3	298	1,143.0
Sole bargaining plus preferential hiring ⁴	8	50.3	8	50.3				
Sole bargaining plus agency shop.....	4	19.7			1	15.0	3	4.7
Sole bargaining plus harmony clause.....	11	23.4			4	7.1	7	16.3
Sole bargaining only.....	321	1,299.2			33	177.2	288	1,122.0

¹ No explicit statement as to nondiscrimination between members and nonmembers of the union.

² Agreements provided for hiring on a nondiscriminatory basis.

³ This is the closed shop, which was outlawed in establishments covered by the Labor Management Relations Act. Although these figures are indicative of the prevalence of the closed shop in major agreements, they are not necessarily representative of all agreements because of the underrepresentation in this study of agreements covering small establishments.

⁴ Includes agreements with escape clause, which permits members to withdraw from the union at specified periods (usually after 1 year) during term of agreement.

NOTE: Because of rounding, sums of individual items may not equal totals.

pared to 20 percent of the modified union shop agreements and almost 50 percent of the workers covered in the Bureau's study of agreements in effect in 1954. Virtually all 17 agreements permitted employees to withdraw from the union after 1 year of membership or provided for the exercise of this option annually at specified periods.

The frequency of union shop provisions in the 1958-59 agreements studied was slightly higher in manufacturing than in nonmanufacturing industries. Union shop provisions representing over 90 percent of the major agreements or workers covered were found in 11 industries: apparel; lumber; printing and publishing; rubber; leather and leather products; stone, clay, and glass products; primary metals; fabricated metal products; mining and crude petroleum production; wholesale trade; and retail trade. Union shop coverage of 25 percent or less was found in only 3 industries: tobacco; products of petroleum and coal; and communications.

Three-fourths of the major agreements negotiated by AFL-CIO affiliates, as against slightly

more than one-half of those negotiated by unaffiliated unions, provided for a union shop.

Maintenance of Membership

Membership maintenance provisions have become relatively insignificant as a type of union security during the post-World War II years. Only 125 of the 1958-59 agreements analyzed, covering 547,000 workers, contained maintenance of membership provisions. This represented less than 8 percent of all major agreements and 7 percent of the workers covered, compared to the Bureau's estimate of 25 percent of all workers under agreement in 1946 (chart).

Under maintenance of membership clauses, the employee is not required to join the union. However, those who are members when the clause becomes effective, or who later choose to become members, are required to maintain their membership as a condition of employment, usually for the term of the contract or, less frequently, for shorter periods. Although the union is granted some measure of security under maintenance of mem-

bership provisions, it must undertake the job of recruiting new members and of retaining members when an escape clause is provided for withdrawal from the union. Usually such agreements provide for an escape period (e.g., 10 to 30 days) immediately following the signing of the agreement and/or prior to its expiration or renewal. In either case, employees are given a choice of withdrawing from the union or retaining their membership for the period specified.

Approximately three-fourths of the 125 agreements with membership maintenance provided for an escape period immediately prior to the effective date or the expiration or renewal of the contract. Escape periods during the term of the contract were provided by 18 agreements. These permitted resignation from the union after 1 year or at annual periods, or in a few instances, after a year and a half.

Sole Bargaining

One-fifth (344) of the agreements analyzed for union security provisions limited the union's status to sole bargaining rights, which is inherent in virtually all collective bargaining agreements in the United States. Under such contracts, the union is recognized as the exclusive bargaining agent for all employees, union and nonunion, in the bargaining unit, but union membership is not required as a condition of employment for any worker.

Eleven agreements providing for sole bargaining incorporated a statement of the company's policy of encouraging union membership for all employees, often referred to as a "harmony clause." An example follows:

The union agrees that it will accept into membership employees regularly hired by the employer and it will not force any unusual requirements for their admission to membership in the union.

The employer states to the union that it has no objection to and it believes that it is in the best interests of the employees, the union, and the employer, that all employees within the unit become and remain members of the union. The employer agrees to cooperate with the union in the achievement of that objective within the limits permitted by law.

About a sixth of the agreements negotiated by AFL-CIO affiliates provided for sole bargaining rights only. The corresponding proportion for unaffiliated unions was almost two-fifths.

The Agency Shop

Agency shop provisions were found in 15 of the 1,631 agreements examined (table 2). Under such arrangements, all workers who do not wish to join the union are required to pay a fixed sum monthly, usually the equivalent of union dues, to help defray the union's expense in acting as their bargaining agent.

Interest in the agency shop has been increasing in recent years, particularly in some States which have enacted laws banning union membership as a condition of employment. Since some of these "right-to-work" laws merely prohibit conditioning employment on union membership, while others, in addition, contain a proscription on conditioning employment on payment of dues, fees, or charges to a union, the validity of the agency shop in "right-to-work" States may depend largely on the manner in which such laws are written. Authorities in a few of these States have issued rulings upholding the legality of the agency shop.⁷

Several new agency shop provisions were negotiated in 1958. Of note was the Corn Products Refining Co. multiplant agreement with the Oil, Chemical and Atomic Workers Union.⁸

Of the 15 agency shop clauses included in this study, 3 were combined with a modified union shop, i.e., employees who were exempted from the union shop provision and who did not join the union were required to pay the equivalent of union dues, as in the following example:

1. Subject to the limitations of section 8A (3) and SB (2) of the Labor Management Relations Act, 1947, as amended, the following will govern:

(a) Present employees who are now members of the union, or who hereafter become members, shall as a condition of continued employment maintain their membership in good standing for the duration of the contract.

(b) New employees hired after the execution date of the contract shall, as a condition of employment, become union members in good standing within not more than 30 calendar days after the date of their hiring; and these

⁷ For instance, in June 1959, the Indiana appellate court upheld a decision of an Indiana superior court that agency shop contracts did not violate the "right-to-work" act adopted in that State in 1957. On the other hand, the attorney general of Nevada, in an opinion rendered in September 1958, ruled that agency shop clauses violated the "right-to-work" law in Nevada; this reversed a previous attorney general's opinion rendered in 1952.

⁸ This agreement exempts employees in a Texas plant from the agency shop provision because of a "right-to-work" law in that State.

new employees shall, as a condition of continued employment, maintain their membership in the union in good standing for the duration of the contract.

2. Present employees who are not union members, and who do not in the future make application for membership shall, as a condition of employment, pay to the union each month a service charge as a contribution toward the administration of this agreement in an amount equal to the regular monthly dues.

Eight agreements which provided for membership maintenance included an agency shop arrangement for nonmembers. The remaining four agency shop clauses were found in sole bargaining agreements, which gave further recognition to the union's responsibility to bargain for all employees by requiring nonmembers to pay the equivalent of monthly dues.

Regional and State Variations

Excluding 251 multiplant agreements which covered more than one geographical region, the highest concentration of union shop clauses was found in major agreements in the Middle Atlantic region (83 percent), closely followed by the East North Central and the Pacific regions (78 percent), and New England (77 percent). (See table 3.) In the southern regions, where States with "right-to-work" laws predominate, the proportion of union shop agreements was as follows: South Atlantic, 30 percent; East South Central, 19 percent; and West South Central, 24 percent. Seventy-two percent of the interregional agreements provided for the union shop.

Saving Clause

Because of Federal and State regulations, many agreements include a general saving clause—usually a statement to the effect that provisions of the agreement found to be in conflict with the law will become invalid. Generally, these clauses refer to the actual provisions of the agreement, as in the following:

Should any Federal or State law or regulation, or the final decision of any court or board of competent jurisdiction, affect any practice or provision of this contract, the practice or provision so affected shall be made to comply with the requirements of such law, regulation, or decision for the localities within the jurisdiction; otherwise all other provisions of and practices under this contract shall remain in full force and effect. Any changes made under this article shall be discussed jointly by the company and the union before written revisions are issued.

Another type of saving clause, commonly found in International Typographical Union agreements in the printing industry, also extends to the union's general laws which are typically incorporated into the agreement:

... the union's general laws ... not in conflict with Federal or territorial (State) law or this contract shall govern relations between the parties on conditions not specifically enumerated herein.

Saving clauses which relate to a specific provision of the contract are less prevalent than the general saving clause. For purposes of this study, only clauses relating to union security were tabulated. These were found in slightly over one-fifth of the agreements, covering almost two-fifths of the workers, and were classified into two categories: (1) clauses which provided for a different form of union security, either to become effective or to be negotiated, in event of a change in the law, and (2) those which stipulated that the union security provision would be inoperative if in conflict with (Federal or State) laws.

Illustrative clauses follow:

The following provision shall immediately be substituted in place of Article "13" hereof should the Labor Management Relations Act, 1947 (Taft-Hartley Law), be repealed or should said law be amended so as not to prohibit such provision: . . .

In the event that the union shop provisions of the Taft-Hartley Act, so-called the Labor Management Relations Act of 1947, shall be repealed or amended during the period of this agreement, then the parties hereto agree to renegotiate this Article III upon 30 days' written notice given by one party to the other of its desire for such renegotiation.

(4b) Anything herein to the contrary notwithstanding, an employee shall not be required to become a member of, or continue membership in, the union, as a condition of employment, if employed in any State which prohibits, or otherwise makes unlawful, membership in a labor organization as a condition of employment.

Any provisions of the Trade Agreement hereinabove mentioned which provides for union security or employment in a manner and to an extent prohibited by any law or the determination of any governmental board or agency, shall be and hereby is of no force or effect during the term of any such prohibition.

In general, specific saving clauses were more prevalent in agreements involving workers in States which banned union security provisions

TABLE 3. UNION SECURITY PROVISIONS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY REGION AND STATE, 1958-59¹

Region and State	Total		Union shop		Membership maintenance		Sole bargaining	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All agreements studied.....	1,431	7,472.0	1,162	5,532.6	125	546.8	344	1,392.6
Interregional agreements ²	251	3,187.3	181	2,559.7	21	182.1	49	445.6
New England.....	116	322.9	89	224.6	10	22.8	17	75.5
Intraregion ³	7	52.5	5	32.0	1	1.6	2	20.5
Maine.....	9	17.5	7	12.2	2	5.3		
New Hampshire.....	5	8.8	3	5.4	2	3.4		
Vermont.....	2	2.2	1	1.1	1	1.1		
Massachusetts.....	48	115.7	39	99.1	2	7.1	7	9.6
Rhode Island.....	3	4.5	3	4.5				
Connecticut.....	42	121.8	31	70.4	3	6.0	8	45.4
Middle Atlantic.....	354	1,256.5	317	1,027.6	31	101.3	36	127.6
Intraregion ³	27	142.2	25	135.4	1	1.6	1	5.3
New York.....	178	630.7	148	525.8	13	39.5	17	65.5
New Jersey.....	67	176.1	53	120.5	9	46.0	5	9.7
Pennsylvania.....	112	307.5	91	246.0	8	14.3	13	47.2
East North Central.....	399	1,107.5	311	834.6	27	80.9	61	192.0
Intraregion ³	13	105.4	12	95.9	5	13.2	1	8.5
Ohio.....	93	221.7	70	136.7	8	13.2	15	71.8
Indiana.....	34	75.1	21	40.4	4	12.5	9	22.2
Illinois.....	125	404.7	98	321.8	10	44.8	17	38.2
Michigan.....	82	191.1	71	155.8	4	9.0	7	26.4
Wisconsin.....	52	100.5	39	83.0	1	1.5	12	25.0
West North Central.....	85	203.6	57	104.8	8	37.3	20	61.6
Intraregion ³	4	23.8	2	2.0			2	21.8
Minnesota.....	31	70.1	27	50.5	2	10.2	2	9.4
Iowa.....	10	21.5					10	21.5
Missouri.....	29	54.4	26	48.6	1	2.5	2	3.3
North Dakota.....								
South Dakota.....	1	2.5					1	2.5
Nebraska.....	3	3.2					3	3.2
Kansas.....	7	28.3	2	3.7	5	24.6		
South Atlantic.....	84	255.7	25	66.1	6	13.7	53	175.9
Intraregion ³	15	41.4	5	10.0			10	31.4
Delaware.....	1	1.5	1	1.5				
Maryland.....	18	56.4	13	41.3	4	9.7	1	5.4
District of Columbia.....	6	18.9	5	12.4			1	6.5
Virginia.....	16	49.9					16	49.9
West Virginia.....	4	9.1	1	1.0			3	8.1
North Carolina.....	6	16.1					6	16.1
South Carolina.....	5	8.7			1	1.3	4	7.4
Georgia.....	5	14.2					5	14.2
Florida.....	8	39.8			1	2.7	7	37.1
East South Central.....	43	94.1	8	14.2	3	3.3	32	76.7
Intraregion ³	2	9.1					2	9.1
Kentucky.....	12	20.0	8	14.2	1	1.3	3	4.6
Tennessee.....	16	34.8					16	34.8
Alabama.....	11	24.0			2	2.1	9	21.9
Mississippi.....	2	6.4					2	6.4
West South Central.....	50	132.1	12	34.5	2	7.2	36	90.5
Intraregion ³	5	19.1	2	8.1			3	11.0
Arkansas.....	2	2.9					2	2.9
Louisiana.....	15	38.2	10	26.4	1	1.2	4	10.7
Oklahoma.....	2	7.2			1	6.0	1	1.2
Texas.....	26	64.8					26	64.8
Mountain.....	24	45.2	10	22.0	1	1.8	13	21.4
Intraregion ³	2	2.7	1	1.4			1	1.4
Montana.....	3	9.0	3	9.0				
Idaho.....	2	4.6	2	4.6				
Wyoming.....								
Colorado.....	6	12.8	4	7.0	1	1.8	1	4.0
New Mexico.....	1	1.1					1	1.1
Arizona.....	3	5.3					3	5.3
Utah.....	5	7.3					5	7.3
Nevada.....	2	2.4					2	2.4
Pacific.....	195	867.2	152	644.8	16	96.5	27	125.9
Intraregion ³	8	63.5	7	48.5			1	15.0
Washington.....	23	63.0	21	57.5			2	5.5
Oregon.....	9	19.1	7	12.3			2	6.8
California.....	152	716.4	115	522.5	16	96.5	21	97.5
Alaska.....	3	5.2	2	4.1			1	1.1

¹ Each agreement included in this tabulation covered 1,000 or more workers. Provisions in these agreements may not be representative of provisions covering smaller establishments.

² Each of these agreements covers 2 or more plants located in different regions.

³ Each of these agreements covers 2 or more plants located in different States in the same region.

NOTE: Because of rounding, sums of individual items may not equal totals.

(table 4). Almost three-fourths of the company-wide or association agreements which covered plants in States with and without "right-to-work" laws contained saving clauses exempting workers in "right-to-work" States from the union security provisions. Of the agreements covering plants in "right-to-work" States exclusively, one-fourth contained specific saving clauses. Most of the latter agreements were limited to sole bargaining rights, and the saving clauses, in most instances, provided for a different form of union security in event of a change in the law.

Specific saving clauses were more prevalent in union shop agreements, accounting for almost one-half of the workers under this type of union security. The majority of these workers were cov-

ered by master agreements which exempted those in "right-to-work" States from the union shop arrangement. Agreements covering approximately one-fourth of the workers under membership maintenance and one-sixth under sole bargaining included saving clauses.

Hiring Provisions

The LMRA insures the employer's prerogative to hire employees by banning hiring arrangements which restrict employment to those holding membership in the union at the time of hiring. However, the act does not bar hiring through a union-operated hiring hall, so long as nonunion applicants are not discriminated against.

TABLE 4. UNION SECURITY PROVISIONS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS IN STATES WITH AND WITHOUT "RIGHT-TO-WORK" LAWS, BY TYPE OF SAVING CLAUSE, 1958-59

Type of saving clause	Total		Union security provision					
			Union shop		Membership maintenance		Sole bargaining ¹	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All agreements studied.....	1,631	7,472.0	1,162	5,532.6	125	546.8	344	1,392.6
Agreements with saving clause.....	359	2,824.8	253	2,478.0	19	125.2	57	221.9
All workers covered in States without "right-to-work" laws.....	1,295	4,595.8	1,028	3,619.6	101	355.7	166	630.5
Saving clause.....	201	890.6	181	786.7	5	14.7	15	79.2
Different form of union security effective or negotiated if law changes ²	141	674.0	131	616.1	1	1.2	9	56.7
Provision not operative if in conflict with law or in States where prohibited.....	60	206.6	50	170.6	4	13.5	6	22.5
No specific saving clause.....	1,094	3,715.3	847	2,832.9	96	341.1	151	541.3
All workers covered in States with "right-to-work" laws.....	164	410.9	123	44.1	8	18.6	133	348.2
Saving clause.....	41	114.2	4	6.6	3	9.8	34	97.9
Different form of union security effective or negotiated if law changes ²	34	100.3	1	2.5	1	2.7	32	95.1
Provision not operative if in conflict with law or in States where prohibited.....	7	14.0	3	4.1	2	7.1	2	2.8
No specific saving clause.....	123	296.7	19	37.5	5	8.8	99	250.4
Mixed State coverage—some workers in States with "right-to-work" laws	161	2,419.8	105	1,846.3	16	172.6	40	401.0
Saving clause.....	112	1,808.1	95	1,671.7	11	100.6	6	35.9
Different form of union security effective or negotiated if law changes ²	12	110.4	10	97.4			2	13.0
Provision not operative if in conflict with law or in States where prohibited.....	100	1,697.7	85	1,574.3	11	100.6	4	22.9
No specific saving clause.....	49	611.7	10	174.6	5	72.0	34	365.2
State coverage not known.....	11	45.5	6	22.6			5	22.9
Saving clause.....	5	21.9	3	13.0			2	8.9
Different form of union security effective or negotiated if law changes ²	4	14.9	2	13.0			1	1.0
Provision not operative if in conflict with law or in States where prohibited.....	1	7.0					1	7.0
No specific saving clause.....	6	23.7	3	9.6			3	14.1

¹ Includes 8 agreements with provision for preferential hiring but no explicit statement as to nondiscrimination between members and nonmembers of the union, and 4 agreements with provision for an agency shop.

² Includes several agreements which also specified that the provision was not operative in States where prohibited by law.

³ All of these agreements were negotiated in Indiana prior to June 25, 1967, the effective date of that State's "right-to-work" law.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 5. HIRING PROVISIONS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY COVERAGE IN STATES WITH AND WITHOUT "RIGHT-TO-WORK" LAWS, 1958-59

State coverage of agreements	Total		Hiring provision				No hiring provision	
			Preferential hiring ¹		Consideration to union in hiring ²			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All agreements studied.....	1, 631	7, 472. 0	125	391. 9	232	1, 466. 8	1, 274	5, 613. 3
Agreements with all or some workers covered in States with "right-to-work" laws.....	325	2, 830. 7	6	22. 2	47	530. 1	272	2, 278. 4
All workers covered in States with "right-to-work" laws.....	164	410. 9			19	64. 2	145	346. 7
Mixed coverage—some workers in States with "right-to-work" laws.....	161	2, 419. 8	6	22. 2	28	466. 0	127	1, 931. 7
Agreements with all workers covered in States without "right-to-work" laws.....	1, 295	4, 595. 8	119	369. 7	180	922. 1	996	3, 304. 0
Coverage not known.....	11	45. 5			5	14. 6	6	30. 0

¹ No explicit statement as to nondiscrimination between members and nonmembers of the union.

² Agreements provided for hiring on a nondiscriminatory basis. Note: Because of rounding, sums of individual items may not equal totals.

Less than 10 percent (125) of the 1,631 agreements examined, including the 45 closed shop agreements, provided for preference to union members in hiring, in some instances through a union hiring hall. These agreements did not contain any explicit statement as to nondiscrimination between members and nonmembers. Many of the clauses were ambiguous and difficult to interpret. For instance, some required preference in employment to workers with previous training and experience in the industry and often referred to employment prior to 1947, when closed shop arrangements may have prevailed. Such clauses, even when incorporated in agreements otherwise limited to sole bargaining, could result in virtually closed shop conditions, since applicants with previous experience in industries with a history of extensive unionization would presumably be union members. For purposes of this study, clauses of this type were tabulated as sole bargaining with preferential hiring. However, these represented only a very small portion of the sole bargaining agreements.

Following is an example of more typical preferential hiring clauses in union shop agreements, which may, in practice, result in a closed shop.

The employer shall be the judge of the qualification of all employees, but in the filling of vacancies or new positions and in the employment of extra help, the employer shall employ such persons through the office of the union and shall give preference of employment to qualified members of the union who are in good standing. . . .

Provisions for consideration to union members, specifically on a nondiscriminatory basis, were

found in 14 percent (232) of the agreements. Usually union members were to be referred to the employer for job vacancies and were to be given equal consideration with other applicants, or referrals were made through a hiring hall operated by the union, or jointly by the union and management, for both union and nonunion workers, on a nondiscriminatory basis. For example:

When the employer needs additional men he shall give the local union equal opportunity with all other sources to provide suitable applicants, but the employer shall not be required to hire those referred by the local union.

* * *

The union will maintain a hiring hall and will solicit qualified workmen, both union and nonunion, in order to fill necessary requisitions for such workmen. The employer shall have the right to use the services of such hiring hall and may call upon the union to furnish such qualified workmen as he may require in the classifications herein mentioned. The union agrees that it will not discriminate against nonunion workmen in the operation of such hiring hall.

* * *

A provision for a nondiscriminatory, exclusive hiring hall shall be incorporated into this agreement consistent with the announced standards of the National Labor Relations Board and statement of its General Counsel on union hiring halls.

Distribution of hiring clauses in States with "right-to-work" laws and States without such laws is shown in table 5. Both types of hiring clauses were more prevalent in States which did not have "right-to-work" laws.

—ROSE THEODORE
Division of Wages and Industrial Relations

Earnings in Wood Household Furniture, April-May 1959

EARNINGS of production and related workers in nonupholstered wood household furniture manufacturing establishments in April-May 1959 averaged \$1.46 an hour, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts, according to a field survey conducted by the Bureau of Labor Statistics.¹ Straight-time hourly earnings of the 101,310 workers within the scope of the survey² ranged from \$1 to more than \$3 an hour. About 55 percent of the workers earned less than \$1.40 an hour and 11 percent earned \$2 or more an hour. Nationwide, men accounted for about nine-tenths of the production workers in the industry and averaged \$1.47 an hour, compared with \$1.34 for women.

Regionally,³ average hourly earnings were highest in the Pacific region (\$2.03) and lowest in the Southeast and Southwest (\$1.23). Among the 12 areas of industry concentration studied separately, highest earnings were recorded in Los Angeles-Long Beach (\$2.10) and lowest in Winston-Salem-High Point (\$1.28).

Workers who set up and operate shaping machines, general utility maintenance men, and assemblers of case goods were the highest paid men workers among the occupational groups studied separately, with nationwide hourly averages of \$1.67, \$1.63, and \$1.61, respectively. Men working as machine off-bearers, the lowest paid men's job, averaged \$1.25 an hour.

The study also provides separate wage data for metropolitan and nonmetropolitan areas, for different establishment sizes, and for union and nonunion establishments and information on hours of work and selected supplementary benefits including paid holidays and vacations and health, insurance, and pension benefits.

Industry Characteristics

The nonupholstered wood household furniture industry is the largest of the several industries comprising the household furniture group.⁴ The value of goods shipped by the nonupholstered wood household furniture industry in 1957 was \$1,266 million.⁵ Bedroom furniture accounted for

approximately a third of this amount; living room furniture (including radio, phonograph, and television wood cabinets), a fourth; dining room and dinette furniture, an eighth; and household kitchen furniture, another eighth. Other types of nonupholstered wood household furniture include such items as infants' and children's furniture; porch, lawn, and other outdoor furniture; and unpainted wood furniture.

The Southeast and Great Lakes regions accounted for more than half of the 101,310 production workers within the scope of the survey, with substantial employment also reported in the Border States and the Middle Atlantic region. Among the labor market areas studied separately, the largest concentrations of employment were recorded in Hickory-Statesville, N.C., Winston-Salem-High Point, N.C., and Martinsville, Va.

About three-fifths of the workers were employed in establishments located outside standard metropolitan areas, as defined by the U.S. Bureau of the Budget.

Establishments with collective bargaining agreements covering a majority of their workers employed approximately one-third of the industry's production workers in April-May 1959. Regionally, the proportions of workers employed in establishments with such contract coverage ranged from about four-fifths in the Pacific to less than three-tenths in the Border States and less than one-tenth in the Southeast. In the remaining regions, for which wage data are shown, the proportions varied from about one-half to three-fifths. Approximately one-half of the production workers

¹ A more comprehensive account of this survey is presented in forthcoming BLS Report 152, *Wage Structure: Wood Household Furniture, Except Upholstered, April-May 1959*.

² The study was limited to establishments employing 20 or more workers at the time of reference of the universe data.

³ The regions used in the study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *South-east*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and *Pacific*—California, Nevada, Oregon, and Washington.

⁴ Other industries of the household furniture group as defined in the 1957 Standard Industrial Classification Manual include: upholstered wood household furniture; metal household furniture; mattresses and bedsprings; and reed, rattan, and other wicker furniture and household furniture not elsewhere classified.

⁵ See *Facts for Industry*, U.S. Bureau of the Census, Series M25D-07, July 2, 1959.

in standard metropolitan areas were employed in establishments in which a majority of the workers were covered by union contracts, as contrasted with about one-fourth in nonmetropolitan areas. The major unions in the industry are the United Furniture Workers of America and the United Brotherhood of Carpenters and Joiners of America, although a sizable number of the establishments in the survey sample had contracts with the Upholsterers' International Union of North America.

Women accounted for about 11 percent of the production workers, the proportion varying regionally from about 6 percent in the Border States and the Southeast to approximately 19 percent in the Great Lakes region. Among the occupations for which separate data were obtained, women were most often employed as hand sanders, case goods assemblers, and furniture packers.

Earnings of approximately a fifth of the production workers were based on incentive wage plans. Regionally, these proportions ranged from two-fifths in the Middle Atlantic and Great Lakes regions and three-tenths in New England and the Southwest, to about a tenth or less in the remaining regions. As the following tabulation indicates, the proportion of workers paid on an

incentive basis varied considerably among the areas of industry concentration.

Percent of workers
paid on an incentive basis

Sheboygan, Wis.	69
Gardner, Mass.	48
Indiana	48
Jamestown, N.Y.	41
Fort Smith, Ark.	41
Chicago, Ill.	22
Grand Rapids, Mich.	21
Miami, Fla.	12
Los Angeles-Long Beach, Calif.	3
Winston-Salem-High Point, N.C.	3
Hickory-Statesville, N.C.	(1)
Martinsville, Va.	(1)

¹ Less than 1 percent.

Average Hourly Earnings

Straight-time hourly earnings of production workers in the nonupholstered wood household furniture industry averaged \$1.46 in April-May 1959 (table 1). The estimated 90,371 men in the industry averaged \$1.47 an hour, compared with \$1.34 for the 10,939 women. Regional averages for all production workers ranged from \$1.23 in the Southeast and Southwest to \$2.03 in the Pacific region.

TABLE 1. PERCENTAGE DISTRIBUTION OF PRODUCTION WORKERS IN WOOD HOUSEHOLD FURNITURE, EXCEPT UPHOLSTERED, MANUFACTURING ESTABLISHMENTS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ UNITED STATES AND SELECTED REGIONS,² APRIL-MAY 1959

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	Total	Men	Women							
\$1.00 and under \$1.10	11.4	10.7	17.2	10.6	1.8	10.6	20.0	26.0	2.9	0.1
\$1.10 and under \$1.20	17.9	17.2	24.1	10.4	5.4	24.7	29.2	26.4	7.3	.....
\$1.20 and under \$1.30	14.0	13.7	16.6	13.6	7.6	19.1	19.0	18.1	9.1	.9
\$1.30 and under \$1.40	11.2	11.4	9.8	10.2	9.9	12.0	12.5	12.2	12.0	1.3
\$1.40 and under \$1.50	8.9	9.2	6.5	8.8	8.4	11.4	9.0	6.4	10.3	2.0
\$1.50 and under \$1.60	7.2	7.3	6.0	7.7	9.5	8.6	5.1	4.8	10.4	1.7
\$1.60 and under \$1.70	5.7	5.9	4.7	5.8	10.1	5.9	2.5	2.9	9.4	4.8
\$1.70 and under \$1.80	5.3	5.4	4.4	6.9	10.3	2.3	1.3	1.4	9.9	10.3
\$1.80 and under \$1.90	3.9	3.9	3.5	5.5	7.3	1.1	.6	.8	7.5	10.9
\$1.90 and under \$2.00	3.4	3.5	2.2	4.5	5.4	1.5	.3	.4	5.5	16.0
\$2.00 and under \$2.10	3.4	3.6	2.1	3.9	6.6	.9	.2	.2	4.8	19.0
\$2.10 and under \$2.20	2.0	2.1	1.2	3.2	3.6	.6	.1	.1	3.0	10.0
\$2.20 and under \$2.30	1.4	1.5	.6	2.5	3.1	.3	.....	(1)	1.8	6.3
\$2.30 and under \$2.40	1.2	1.3	.5	4.0	2.6	.2	(1)	.2	1.3	5.5
\$2.40 and under \$2.50	.7	.8	.2	.8	2.3	.3	(1)	(1)	.9	2.7
\$2.50 and under \$2.60	.9	1.0	.2	1.0	2.6	.2	(1)	.1	.7	5.2
\$2.60 and under \$2.70	.5	.5	.1	.2	.9	(1)	(1)	.....	1.4	1.3
\$2.70 and under \$2.80	.3	.3	.1	.1	1.4	(1)	(1)	.....	.3	.4
\$2.80 and under \$2.90	.1	.1	.....	.1	.5	.....	(1)	.....	.2	(1)
\$2.90 and under \$3.00	.1	.1	(1)	.1	.2	.1	.....	.....	.1	.2
\$3.00 and over	.4	.4	(1)	.1	.6	(1)	.....	.....	1.1	1.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	101,310	90,371	10,939	5,778	13,305	14,408	34,593	5,004	20,382	6,299
Average hourly earnings ¹	\$1.46	\$1.47	\$1.34	\$1.53	\$1.72	\$1.33	\$1.23	\$1.23	\$1.62	\$2.63

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² For definition of regions, see text footnote 3.

³ Includes data for regions in addition to those shown separately.

⁴ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF WORKERS IN SELECTED OCCUPATIONS IN WOOD HOUSEHOLD FURNITURE, EXCEPT UPHOLSTERED, MANUFACTURING ESTABLISHMENTS, UNITED STATES AND SELECTED REGIONS,² APRIL-MAY 1959

Occupation and sex	United States ¹		New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
	Number of workers	Average hourly earnings ¹	Average hourly earnings ¹						
PRODUCTION OCCUPATIONS									
Men									
Assemblers, case goods.....	7,423	\$1.61	\$1.59	\$1.90	\$1.39	\$1.27	\$1.25	\$1.86	\$2.27
Assemblers, chairs.....	892	1.43	1.66	1.66	1.32	1.19	1.45	1.45	1.93
Cutoff saw operators.....	1,692	1.57	1.49	1.82	1.49	1.30	1.24	1.74	2.12
Glueers, rough stock.....	2,097	1.37	1.60	1.75	1.26	1.19	1.21	1.54	2.04
Maintenance men, general utility.....	1,224	1.63	1.82	1.82	1.58	1.44	1.39	1.79	2.52
Off-bearers, machine.....	5,736	1.25	1.36	1.50	1.21	1.11	1.15	1.47	1.79
Packers, furniture.....	2,674	1.36	1.46	1.68	1.25	1.16	1.18	1.62	2.08
Rubbers, hand.....	2,227	1.40	1.77	1.96	1.27	1.17	1.22	1.71	1.92
Sanders, belt.....	3,917	1.49	1.64	1.78	1.39	1.27	1.20	1.72	2.12
Sanders, hand.....	3,747	1.37	1.60	1.66	1.25	1.16	1.19	1.64	1.79
Shaper operators, hand, set up and operate.....	1,324	1.67	1.71	1.75	1.54	1.38	1.39	1.79	2.24
Sprayers.....	4,177	1.57	1.71	1.92	1.41	1.29	1.36	1.82	2.08
Women									
Assemblers, case goods.....	861	1.35	1.26	1.50	1.21	1.15	1.38	1.91	
Off-bearers, machine.....	352	1.28	1.26	1.49	1.19	1.12	1.24	1.86	
Packers, furniture.....	523	1.34	1.33	1.32	1.16	1.09	1.16	1.38	1.86
Rubbers, hand.....	365	1.26	1.15			1.15	1.11	1.43	
Sanders, belt.....	191	1.33		1.47				1.29	
Sanders, hand.....	1,771	1.26	1.28	1.30	1.42	1.10	1.18	1.50	1.73
Sprayers.....	410	1.44	1.26	1.47	1.43	1.23	1.17	1.53	2.16
OFFICE OCCUPATIONS									
Women									
Clerks, payroll.....	362	1.49	1.37	1.64	1.51	1.49	1.40	1.44	1.83
Stenographers, general.....	395	1.51	1.46	1.67	1.48	1.39	1.34	1.58	1.91

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² For definition of regions, see text footnote 3.

³ Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Somewhat more than half (54.5 percent) of the workers earned between \$1 and \$1.40 an hour; a ninth received \$2 or more. The proportions of the workers in these earnings intervals differed by region as indicated in the following tabulation:

	Percent of workers earning—	
	\$1-\$1.40 an hour	\$2 or more an hour
United States.....	54.5	11.0
New England.....	44.8	16.0
Middle Atlantic.....	24.7	24.4
Border States.....	66.4	2.6
Southeast.....	80.7	.4
Southwest.....	82.7	.6
Great Lakes.....	31.3	15.6
Pacific.....	2.3	52.1

The \$1.46 hourly average for all production workers in the spring of 1959 was 17 percent above the average of \$1.25 in May 1954, the date of the Bureau's previous survey.⁴ Regionally, the increases varied from about 13 percent in New England and the Great Lakes region to approximately

20 percent in the Southeast and the Pacific region and 25 percent in the Southwest. Among the nine areas for which comparisons could be made, the increases ranged from about 11 to 21 percent.

Production workers in standard metropolitan areas averaged 25 cents an hour more than those employed in nonmetropolitan areas, \$1.61 compared with \$1.36. In the Border States, Great Lakes, and Pacific regions, metropolitan area averages were higher by 37, 20, and 19 cents an hour, respectively. In the other four regions for which data are available, however, the differences amounted to less than 10 cents.

In each of the seven regions, production workers in establishments employing more than 100 workers had higher average earnings than workers in smaller plants, the differences ranging from 1 to 18 cents an hour.

In the earnings comparisons noted in the preceding paragraphs, the exact influence of any one characteristics cannot be isolated. For example, as indicated earlier, the proportion of production workers in establishments having labor-management contracts covering a majority of their

⁴ See Earnings in the Household Furniture Industry, Early 1954 (in Monthly Labor Review, January 1955, pp. 68-74).

TABLE 3. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF WORKERS IN SELECTED OCCUPATIONS IN WOOD HOUSEHOLD FURNITURE, EXCEPT UPHOLSTERED, MANUFACTURING ESTABLISHMENTS, 12 SELECTED AREAS, APRIL-MAY 1959

Occupation and sex	Chicago, Ill.	Fort Smith, Ark.	Gardner, Mass.	Grand Rapids, Mich.	Hickory-Statesville, N.C.	Indiana	James-town, N.Y.	Los Angeles-Long Beach, Calif.	Martinsville, Va.	Miami, Fla.	Sheboygan, Wis.	Winston-Salem-High Point, N.C.
PRODUCTION OCCUPATIONS												
<i>Men</i>												
Assemblers, case goods.....	\$1.88	\$1.33	\$1.94	\$1.94	\$1.33	\$1.65	\$2.16	\$2.42	\$1.32	\$1.66	\$2.04	\$1.34
Assemblers, chairs.....			1.90		1.26	1.33	2.13	1.94			1.67	1.23
Cutoff saw operators.....	1.78	1.39	1.88	1.91	1.42	1.62	1.76	2.17			1.97	1.37
Gluers, rough stock.....	1.65	1.33	1.87	1.74	1.29	1.46	1.70	2.17	1.24	1.17	1.58	1.21
Maintenance men, general utility.....	2.11		1.84	1.83	1.48	1.69	1.72	2.34	1.55	1.74	1.73	1.80
Off-bearers, machine.....	1.46	1.30	1.42	1.34	1.13	1.54	1.46	1.77	1.15	1.25	1.47	1.15
Packers, furniture.....	1.69	1.28	1.55	1.69	1.20	1.48	1.69	2.11	1.20	1.32	1.58	1.22
Rubbers, hand.....	1.66	1.30	2.05	1.78	1.19	1.55	2.12	1.98	1.19		1.21	1.21
Sanders, belt.....	1.86	1.41	1.84	1.88	1.37	1.57	2.07	2.20	1.44		1.35	1.35
Sanders, hand.....	1.66	1.23	1.86	1.56	1.19	1.58	2.04	1.81	1.21	1.33	1.81	1.17
Shaper operators, hand, set up and operate.....	2.18	1.53	1.94	2.01	1.51	1.52	1.90	2.36	1.54		1.73	1.46
Sprayers.....	1.94	1.41	1.91	1.80	1.34	1.08	2.13	2.09	1.41	1.57	1.95	1.35
<i>Women</i>												
Assemblers, case goods.....	1.64	1.34				1.30	1.81					
Off-bearers, machine.....			1.30	1.31		1.20	1.40				1.49	1.12
Sanders, hand.....	1.47	1.31	1.63	1.41	1.10	1.24	1.59	1.68				1.14
Sprayers.....		1.32		1.61		1.41						1.25
OFFICE OCCUPATIONS												
<i>Women</i>												
Clerks, payroll.....	1.76	1.35	1.35	1.71	1.41	1.39	1.45	1.85	1.75		1.35	1.34
Stenographers, general.....	1.88		1.40	1.67	1.53	1.38	1.53	2.00	1.43		1.63	1.31

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

workers was greater in metropolitan than in non-metropolitan areas. Also, such factors as the prevalence of incentive wage payments may have influenced the average earnings of one group more than the other.

Occupational Earnings

Wages for occupational classifications accounting for approximately two-fifths of the 101,310 production workers were studied separately (table 2). Men setting up and operating shaping machines with manual feed had the highest average earnings—\$1.67 an hour. General utility maintenance men and men case goods assemblers also averaged more than \$1.60 an hour. Lowest average earnings for men were recorded for machine off-bearers—\$1.25 an hour. Other occupations in which men averaged less than \$1.40 included rough stock gluers, furniture packers, and hand sanders.

Women working as hand sanders and case goods assemblers, numerically the most important of the women's jobs studied, averaged \$1.26 and \$1.35 an hour, 11 cents and 26 cents, respectively, below the

averages for men in these two occupations. Highest average hourly earnings for the women's occupational groups studied were recorded for sprayers—\$1.44; and lowest averages for hand rubbers and hand sanders—each \$1.26.

Among the occupational groups studied, average hourly earnings generally were highest in the Pacific region and lowest in the Southeast or Southwest. Hourly averages for the selected occupations in the latter two regions differed by less than 10 cents. Occupational averages in the Border States and in the areas studied separately in these three regions also were generally below the national averages for the respective jobs. Average hourly earnings of workers in the selected occupations in 12 areas studied separately are shown in table 3.

Workers paid on an incentive basis in the occupations studied generally had higher average earnings than time-rated workers. The differences, however, varied by region and occupation. For example, in the Great Lakes region, incentive-paid men case goods assemblers averaged 4 cents an hour more than time-rated workers; in the

Border States, the difference was 58 cents. The corresponding differences for men belt sanders in these two regions were 15 cents and 19 cents, respectively.

The extent of the dispersion of workers' earnings differed by occupation and by area. For example, earnings of the middle four-fifths of the men case goods assemblers in Los Angeles-Long Beach ranged from \$1.92 to \$3.17 an hour; and in Winston-Salem-High Point, from \$1.22 to \$1.50. The corresponding ranges for men hand sanders in these two areas were \$1.69 to \$1.95 and \$1.09 to \$1.30, respectively.

Selected Establishment Practices

Data were also obtained on work schedules and selected supplementary benefits, including paid holidays and vacations, retirement plans, life insurance, sickness and accident insurance, and hospitalization and surgical benefits.

Scheduled Weekly Hours. A work schedule of 40 hours a week was in effect in establishments employing three-fourths of the production workers in the industry in April-May 1959. This was also the predominant schedule in each of the re-

TABLE 4. PERCENT OF PRODUCTION WORKERS EMPLOYED IN WOOD HOUSEHOLD FURNITURE, EXCEPT UPHOLSTERED, MANUFACTURING ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,¹ UNITED STATES AND SELECTED REGIONS,² APRIL-MAY 1959

Benefit	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Pacific
Paid vacations: ³								
After 1 year of service.....	83	91	99	79	66	81	97	100
Under 1 week.....	3			4	4	8	1	4
1 week.....	76	91	91	70	60	65	90	95
Over 1 and under 2 weeks.....	2		3	5			6	
2 weeks.....	2							1
After 3 years of service.....	85	91	99	79	69	7	94	100
Under 1 week.....	(⁴) 29				1			
1 week.....	2	33	19	49	37	17	16	8
Over 1 and under 2 weeks.....	2		3		3			
2 weeks.....	61	57	76	25	29	77	73	88
Over 2 weeks.....	2		2	5			3	4
After 15 years of service.....	85	91	99	79	69	94	97	100
Under 1 week.....	(⁴) 27							
1 week.....	2	31	17	45	34	17	16	8
Over 1 and under 2 weeks.....	2			4	3		4	
2 weeks.....	39	47	54	17	28	58	47	77
Over 2 and under 3 weeks.....	2		2	3			6	
3 weeks.....	13	13	26	8	4	19	23	11
Over 3 and under 4 weeks.....	1			2			2	4
Paid holidays: ⁵								
1 holiday.....	62	86	95	36	29	76	92	98
2 holidays.....	3	5		1	3	4	6	
3 holidays.....	1	3				6	1	3
4 holidays.....	6	4	2	5	13	(⁶)		
5 holidays.....	3	12	1	5	2	8	3	4
6 holidays.....	29	20	55	20	4	35	61	18
7 holidays.....	11	23	15	5			12	63
8 holidays.....	2	11	10				1	
9 holidays.....	(⁶) 1		1					
10 holidays.....			9					
Health, insurance, and pension plans: ⁷								
Life insurance.....	85	73	83	92	88	89	83	77
Accidental death and dismemberment insurance.....	60	65	57	74	56	34	66	62
Sickness and accident insurance or sick leave or both ⁸	61	68	93	78	46	60	64	33
Sickness and accident insurance.....	60	68	93	78	43	60	64	33
Sick leave (full pay, no waiting period).....	(⁶) 1		3					
Sick leave (partial pay or waiting period).....					4			
Hospitalization insurance.....	82	84	87	90	81	82	84	59
Surgical insurance.....	82	82	87	95	78	82	83	59
Medical insurance.....	35	81	39	22	14	55	50	55
Catastrophe insurance.....	1	4	1				1	10
Retirement pension.....	21	6	34	14	28	26	11	39

¹ If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

² For definition of regions, see text footnote 3.

³ Includes data for regions in addition to those shown separately.

⁴ Vacation benefits such as percentage of annual earnings and flat-sum amount were converted to an equivalent time basis. The periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressives; for example, the changes indicated at 15 years may include changes occurring between 5 and 15 years.

⁵ Because of rounding, sums of individual items may not equal totals.

⁶ Less than 0.5 percent.

⁷ Tabulations were limited to full-day holidays; additional half-day holidays were also provided in some establishments.

⁸ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.

⁹ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

gions although about two-fifths of the production workers in the New England and Great Lakes regions were scheduled to work 45 or more hours per week. Among the 12 areas studied separately, weekly schedules of 45 hours or more applied to a majority of the production workers in Gardner, Mass.; Grand Rapids, Mich.; and Sheboygan, Wis.; and to at least three-tenths of the workers in five additional areas.

Shift Practices. Although nearly two-fifths of the production workers were employed in establishments having provisions for second shifts, only about 3 percent of the workers were actually employed on second-shift operations during the payroll period studied. The most common provision for a pay differential for second-shift work was 5 cents an hour above first-shift rates; in New England, however, 5-percent and 10-cent differentials were more prevalent. Less than 1 percent of the workers were employed on third-shift operations.

Paid Holidays. About three-fifths of the production workers in the industry were granted paid holidays. The most common provisions were six or seven holidays, with one or two additional half days in some instances. The number of holidays varied from as many as 10 full days plus 2 half days to only 1 holiday.

Paid Vacations. Paid vacations for workers with qualifying periods of service were provided by establishments employing about 85 percent of the production workers (table 4). Vacation payments were usually determined on the basis of the worker's pay for a specified length of time (i.e., 1 week, 2 weeks, etc.). For about one-fifth of the workers,

however, vacation payments were computed as a percentage of their annual earnings. The most common provisions for production workers were 1 week of vacation after 1 year of service and 2 weeks after 5 years. One-eighth of the workers were employed in plants which provided 3-week vacations after 15 years of service.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to slightly more than four-fifths of the production workers. Accidental death and dismemberment insurance and sickness and accident insurance were applicable to three-fifths of the workers and medical insurance to slightly more than one-third. For some types of insurance, there was relatively little variation in the proportion of workers covered in the different regions and areas. For example, life insurance coverage ranged from 73 to 92 percent of the production workers, regionally, and from 68 to 100 percent among the 12 areas studied separately. In contrast, medical insurance was provided 14 percent of the production workers in one region and 81 percent in another region; among the 12 areas, the proportion varied from none to 92 percent.

Retirement pension plans (other than those available under Federal old-age, survivors, and disability insurance) applied to about one-fifth of the production workers. Among the regions and the areas studied separately, these plans were more common in the Middle Atlantic and Pacific regions and the Los Angeles-Long Beach and Sheboygan areas.

—FRED W. MOHR

Division of Wages and Industrial Relations

Wage Chronology No. 23: Lockheed Aircraft Corp. California Division¹

Supplement No. 4—1958-59

IN ACCORDANCE with a provision of the 1956 contract between the Lockheed Aircraft Corp. and the International Association of Machinists (IAM), a joint negotiating committee was established to develop a new company-paid pension plan. The plan was agreed to in February 1957 and went into effect in December of that year.

Negotiations to replace the existing 2-year collective bargaining agreement began in early January 1958 and continued past the March 5 expiration date of the contract as the parties failed to reach agreement. The initial proposal of the union included a 1-year contract, an hourly wage increase of 6 percent plus a 13-cent cost-of-living increase, reinstitution of the cost-of-living escalator clause dropped late in 1954, two additional paid holidays, and other benefits. The company's first proposal included a 2-year contract providing a 13-cent-an-hour pay increase plus a 2-cent-an-hour cost-of-living increase, some job classification increases, and a cost-of-living escalator clause.

With the assistance of the Federal Mediation and Conciliation Service, bargaining was concluded on May 7, 1958, and a 2-year contract was approved by the union membership on May 10. The contract provided for a general wage increase varying from 18 to 22 cents for factory employees in the first contract year, with 16 cents retroactive to March 10. (This 16 cents was intended to match cost-of-living allowances that had accumulated at some aircraft plants in the Los Angeles area.) The cost-of-living escalator clause was reinstated, and additional wage increases were put into effect for some occupations. A further 3-percent general wage increase (a minimum of 7 cents an hour) was to be effective in May 1959, and a seventh paid holiday was added.

The 2-year agreement, which is to be in force through May 12, 1960, without any reopening, covered approximately 16,000 workers at the time it was negotiated.

The accompanying tables bring the wage chronology for the California Division of the Lockheed Aircraft Corp. up to mid-December 1959.²

¹ See Monthly Labor Review, June 1952 (pp. 677-682), October 1953 (pp. 1089-1092), November 1954 (pp. 1236-1239), November 1956 (pp. 1310-1312), or Wage Chronology Series 4, No. 23.

² This chronology is limited to hourly rated production workers, although the contracts between the parties cover office and technical employees.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
May 12, 1958 (agreement dated May 16, 1958).	18 to 22 cents an hour general increase ¹ (increases, including additional adjustments for maintenance and skilled workers shown in column 3, averaged approximately 19 cents).	Includes 16 cents across-the-board retroactive to March 10, 1958. In addition: 6 maintenance jobs removed from labor grade structure and given 5-cent additional increase. 8 skilled jobs removed from labor grade structure and given 8-cent additional increase. Some job classifications upgraded. Deferred increase of 3 percent, or 7 cents an hour, whichever was greater, effective May 11, 1959. Cost-of-living escalator clause established, providing quarterly adjustment of 1 cent for each 0.5-point change in the Bureau of Labor Statistics' Consumer Price Index above a level of 123.0 (1947-49=100); first adjustment effective Sept. 15, 1958. ²
Sept. 15, 1958.....	1 cent an hour increase.....	Quarterly adjustment of cost-of-living bonus.
Dec. 15, 1958.....	No change.....	Quarterly review of cost-of-living bonus.
March 16, 1959.....	No change.....	Quarterly review of cost-of-living bonus.

See footnotes at end of table.

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A—General Wage Changes—Continued

Effective date	Provision	Applications, exceptions, and other related matters
May 11, 1959 (agreement dated May 16, 1958).	3 percent increase, or 7 cents an hour, whichever was greater, ranging up to 9 cents and averaging approximately 7.4 cents an hour.	Deferred increase.
June 15, 1959.....	No change.....	Quarterly review of cost-of-living bonus.
Sept. 14, 1959.....	2 cents an hour increase.....	Quarterly adjustment of cost-of-living bonus.
Dec. 14, 1959.....	2 cents an hour increase.....	Quarterly adjustment of cost-of-living bonus.

¹ Factory labor grade I, 22 cents an hour; grade II, 21 cents; grades III and IV, 20 cents; grades V through IX, 19 cents; and grades X through XVI, 18 cents. Increases for clerical workers ranged from 18 to 27 cents.

² The agreement provided that quarterly cost-of-living adjustments effective in September, December, March, and June be based on the BLS Consumer Price Index for the months of July, October, January, and April as follows:

Consumer Price Index
(1947-49=100)

Consumer Price Index (1947-49=100)	Cost-of-living allowance
123.4 and below.....	None.
123.5 to 123.9.....	1 cent.
124.0 to 124.4.....	2 cents.
124.5 to 124.9.....	3 cents.
125.0 to 125.4.....	4 cents.
125.5 to 125.9.....	5 cents.
126.0 to 126.4.....	6 cents.
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

The cost-of-living bonus currently in effect to be included in computing only overtime, vacation, sick leave, and holiday payments.

B—Hourly Rate Ranges, by Factory Labor Grade,¹ 1957-59

Labor grade	February 18, 1957		May 12, 1958		May 11, 1959 ²	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
I.....	\$2.49	\$2.75	\$2.71	\$2.97	\$2.79	\$3.06
II.....	2.41	2.62	2.62	2.83	2.70	2.91
III.....	2.34	2.57	2.54	2.77	2.62	2.85
IV.....	2.26	2.49	2.46	2.69	2.53	2.77
V.....	2.20	2.43	2.39	2.62	2.46	2.70
VI.....	2.14	2.35	2.33	2.54	2.40	2.62
VII.....	2.08	2.30	2.27	2.49	2.34	2.56
VIII.....	2.02	2.24	2.21	2.43	2.28	2.50
IX.....	1.97	2.17	2.16	2.36	2.23	2.43
X.....	1.92	2.12	2.10	2.30	2.17	2.37
XI.....	1.84	2.03	2.02	2.21	2.09	2.28
XII.....	1.79	1.96	1.97	2.14	2.04	2.21
XIII.....	1.73	1.90	1.91	2.08	1.98	2.15
XIV.....	1.69	1.85	1.87	2.03	1.94	2.10
XV.....	1.67	1.80	1.85	1.98	1.92	2.05
XVI.....	1.63	1.73	1.81	1.91	1.88	1.98

¹ In progression from minimum to maximum in a grade, the record of each employee is reviewed every 16 weeks. Adjustments are made in accordance with the employee's ability and production record. The record of each employee at or above the maximum rate in a grade is reviewed each 48 weeks. The 1958 contract removed some maintenance and skilled jobs (e.g., tool and

die makers, jig and fixture builders, and grade A maintenance carpenters) from the labor grade structure.

² Does not include cost-of-living bonus. For cost-of-living allowances under escalator clause introduced in 1958, see table A.

C—Number of Factory Labor Grades and Hourly Rates for Lowest and Highest Grades, 1957-59¹

Effective date	Number of grades	Lowest grade		Highest grade		Rate range	
		Minimum	Maximum	Minimum	Maximum	Lowest grade	Highest grade
Feb. 18, 1957.....	16	\$1.63	\$1.73	\$2.49	\$2.75	\$0.10	\$0.26
May 12, 1958.....	16	1.81	1.91	2.71	2.97	.10	.26
May 11, 1959.....	16	1.88	1.98	2.79	3.06	.10	.27

¹ Does not include cost-of-living bonus. For cost-of-living allowances under escalator clause introduced in 1958, see table A.

D—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday Pay</i>		
May 12, 1958 (agreement dated May 16, 1958).	Added: 7th paid holiday	Holiday was Dec. 24. When day observed as Christmas holiday fell on Monday, Christmas Eve holiday to be observed on preceding Friday; and when Christmas holiday observed on Friday, Dec. 24 holiday to be observed on Thursday. Provision similarly applicable to employees on odd ¹ workweek, to provide 4 continuous days off.
<i>Field-Duty Pay</i>		
May 12, 1958 (agreement dated May 16, 1958).		Changed: Pay for day of departure or arrival occurring on 6th or 7th day of workweek, to actual hours of travel, with minimum of 4 and maximum of 8 hours, if no work performed on that date. Pay continued to be at applicable premium overtime rate. Pay for days of travel other than day of departure or arrival to flat 8 hours (formerly maximum of 8 hours).
<i>Insurance Benefits</i>		
Jan. 1, 1958	Increased: <i>Unemployment disability benefits</i> —to \$12 to \$50 a week for maximum of 26 weeks.	Company continued to pay entire cost of plan after deduction of 1 percent of first \$3,600 (formerly \$3,000) of wages, as required under State Unemployment Compensation Disability Benefits Law.
May 12, 1958 (agreement dated May 16, 1958).	Increased: <i>Life insurance</i> —by \$1,000 to \$7,000, depending upon basic weekly wage. ²	Applicable to employees with at least 5 years' seniority, but not to employees after age 65.
<i>Retirement Benefits</i>		
Dec. 16, 1957 (agreement dated Mar. 27, 1957).	New noncontributory plan established, providing following benefits (in addition to Federal old-age, survivors, and disability insurance): <i>Normal retirement benefits:</i> Employees aged 65 or older with at least 10 years' credited service ³ to receive: (1) \$2 a month for each year of service from July 1, 1932, to Dec. 25, 1956; and (2) A minimum of \$2 a month for each year of service beginning on or after Dec. 25, 1956, with benefits varying with earnings. ⁴ Years of service credited for pension limited to 30.	Eliminated: Company initiated plan for employees in bargaining unit. Automatic retirement at age 68, except for employees who were age 66 on or before Dec. 16, 1957, who were not required to retire until at least 2 years after that date, ⁴ but who were required to retire Dec. 31, 1959. Applicable to employees whose service was terminated between Mar. 5, 1956, and Dec. 15, 1957, at age 65 or older and who would have been eligible for benefits had the plan been in effect at time of termination. Any benefits being paid under previous plan to continue and if the benefit computed under the new plan was greater, payment of the additional benefit to begin Jan. 1, 1958. Employees retiring before Dec. 31, 1961, to receive benefits provided under former plan for period prior to Dec. 16, 1957, if such benefits would exceed those under new plan. Those still employed by company on Dec. 16, 1957, but receiving retirement benefits under former plan, to continue to receive such benefits but, upon actual retirement, to become eligible for any greater benefits due under new plan.

See footnotes at end of table.

D—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Retirement Benefits—Continued</i>		
Dec. 16, 1957 (agreement dated Mar. 27, 1957).	<p>Early retirement: Employees aged 55 but under 65 with at least 10 years of credited service¹ could retire at own option, with pensions reduced 0.6 percent for each full month under 65.</p> <p>Vested rights: Employees whose continuous service is broken (except by early retirement) at age 40 or over with 10 or more years' credited service eligible to receive deferred monthly benefits at age 65 based on 50 percent of normal benefits for 10 but less than 11 years of service, plus 10 percent for each additional year of service to 100 percent for 15 or more years.</p> <p>Joint and survivorship option: Providing actuarially reduced benefits for life to employees and spouse.</p>	<p>Monthly retirement benefits could either remain unchanged so long as either pensioner or spouse was alive or be reduced by one-third or one-half upon death of either. Death of employee or spouse before retirement voided option. Retiree could request indefinite suspension of part or all of benefits but forfeited all rights to such suspended benefits.</p>

¹ Nonstandard.² Insurance benefits were as follows:*Life Insurance**

Basic weekly wage	Added to basic minimum of \$5,000 payable to all employees	Total death benefit for employees with 5 or more years' service
\$57.69-\$66.92.....	\$1,000	\$6,000
\$66.93-\$76.15.....	2,000	7,000
\$76.16-\$85.38.....	3,000	8,000
\$85.39-\$94.62.....	4,000	9,000
\$94.63-\$103.85.....	5,000	10,000
\$103.86-\$113.08.....	6,000	11,000
\$113.09 and up.....	7,000	12,000

*The amounts set forth in the above schedule reduced by the amount of any death benefit payable to an employee under a paid-up policy and/or group annuity which was purchased on his account on or before Dec. 16, 1957, under the Lockheed Retirement Income Plan for Employees.

³ Employees with fewer than 10 years' credited service eligible to receive benefits providing they had at least 10 years' continuous service immediately preceding retirement.

* Employees age 50 or over on Dec. 16, 1957, who are required to retire and have 5 or more but less than 10 years of credited service entitled to receive monthly benefit based on credited service plus \$2 a month for each year of credited service less than 10.

⁴ Benefits for years beginning on or after December 25, 1956, to be computed according to the following formula:

- (a) \$1.75 plus
 (b) $\frac{1}{12}$ percent of $\frac{1}{12}$ of the amount determined by computing for each such plan year the product of—
 (i) the excess, if any, of the member's base wage rate for the plan year over a rate determined by dividing 2,080 into the maximum amount of wages which may be subjected to tax under the Federal Insurance Contributions Act for the calendar year beginning during such plan year, and
 (ii) the number of hours worked in such plan year not to exceed 2,080, except that the amount under this subsection (b) shall in no event be less than 25 cents for such plan year.

In any year in which member had less than a full year of credited service, benefits to be computed in same manner using 1,800 as the number of hours worked and then reduced by $\frac{1}{12}$ for each 150 hours (or $\frac{1}{2}$ or greater fraction of 150 hours) less than 1,800 hours worked in year.

Wage Chronology No. 27:

The Martin Co.¹

Supplement No. 2—1957-59

RATIFICATION of a new 3-year contract providing hourly wage increases of 4 to 13 cents, effective July 7, 1958, was announced by The Martin Co. and the United Automobile, Aircraft & Agricultural Implement Workers of America (UAW) on July 4, 1958. The settlement also called for a 2-cent-an-hour increase in the cost-of-living allowance and incorporated the existing 15-cent allowance into the basic wage-rate structure. Other wage benefits included a 3-percent (minimum of 7 cents an hour) wage advance effective July 1959 and a revision of the cost-of-living escalator clause to provide quarterly adjustments

of 1 cent an hour for each 0.5-point (instead of 0.6-point) change in the Bureau of Labor Statistics Consumer Price Index. Additional contract changes included liberalized vacation and sick leave plans and increased insurance benefits for employees and dependents.

The new contract, covering approximately 10,000 employees, was scheduled to remain in effect through June 30, 1961, with provision for wage reopenings in June 1959 for cafeteria employees and in June 1960 for all employees in the bargaining unit. The June 1959 wage reopening provided for a 4-cent increase for cafeteria workers.

The following tables bring The Martin Co. chronology up to date through the fall of 1959.²

¹ The Glenn L. Martin Co. changed its name to The Martin Co. on April 22, 1957.

² For basic chronology and first supplement, see Monthly Labor Review, July 1952 (pp. 39-43) and January 1957 (pp. 67-70), or Wage Chronology Series 4, No. 27. This chronology relates only to the Baltimore plant.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 1, 1957	2 cents an hour increase	Quarterly adjustment of cost-of-living allowance.
June 24, 1957 (supplemental agreement of Dec. 19, 1955).	6 cents an hour increase	Deferred increase.
July 1, 1957	1 cent an hour increase	Quarterly adjustment of cost-of-living allowance.
Oct. 7, 1957	3 cents an hour increase	Do.
Jan. 6, 1958	1 cent an hour increase	Do.
Apr. 7, 1958	1 cent an hour increase	Do.
July 7, 1958 (agreement dated July 8, 1958).	4 to 13 cents an hour increase averaging 6.5 cents.	In addition, previous 15 cents cost-of-living allowance incorporated into base wage rates and provision made for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 122.4 (1947-49=100). If the CPI fell below 122.9, the cost-of-living allowance would be zero. ¹
		Deferred increase of 3 percent, with a minimum of 7 cents an hour, effective first full pay period after June 30, 1959. Not applicable to cafeteria employees for whom a separate rate schedule was established.
July 7, 1958	2 cents an hour increase	Quarterly adjustment of cost-of-living allowance.
Oct. 6, 1958	No change	Quarterly review of cost-of-living allowance.
Jan. 5, 1959	1 cent an hour increase	Quarterly adjustment of cost-of-living allowance.
Apr. 6, 1959	1 cent an hour decrease	Do.
July 6, 1959 (agreement dated July 8, 1958).	3 percent general wage increase, with minimum of 7 cents an hour (estimated average 7.5 cents).	Deferred increase. Not applicable to cafeteria employees who received 4 cents an hour under separate wage reopening.
July 6, 1959	1 cent an hour increase	Quarterly adjustment of cost-of-living allowance.
Oct. 5, 1959	1 cent an hour increase	Do.

¹ The new agreement provided that quarterly cost-of-living adjustments effective January, April, July, and October were to be based on the Bureau of Labor Statistics Consumer Price Index for the index months of February, May, August, and November, as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance	Consumer Price Index (1947-49=100)	Cost-of-living allowance
122.8 and below	None.	124.9 to 125.3	5 cents an hour.
122.9 to 123.3	1 cent an hour.	125.4 to 125.8	6 cents an hour.
123.4 to 123.8	2 cents an hour.		and so forth, with a 1-cent adjustment for each 0.5-point change in the index.
123.9 to 124.3	3 cents an hour.		
124.4 to 124.8	4 cents an hour.		

B—Basic Hourly Rates by Labor Grades,¹ 1956-59

Labor grade and selected occupations	June 25, 1956 ²		June 24, 1957 ³		July 7, 1958		July 6, 1959	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade I-A..... Mechanic, ground and flight test; toolmaker, first class; toolmaker, wood, first class.	\$2.22	\$2.63	\$2.22	\$2.69	\$2.62	\$2.97	\$2.70	\$3.06
Grade I..... Inspector, machine parts, first class; layout man, ma- chine shop; operator, automatic screw machine, first class.	2.12	2.53	2.12	2.59	2.49	2.84	2.56	2.93
Grade II..... Electrician, maintenance, first class; grinder, tool, first class; inspector, final assembly, first class.	2.02	2.43	2.02	2.49	2.37	2.72	2.44	2.80
Grade III..... Fitting man, first class; inspector, assembly, first class; mechanic, bench, sheet metal, first class.	1.97	2.36	1.97	2.42	2.31	2.64	2.38	2.72
Grade IV..... Mechanic, engine installation, first class; mechanic, radio and radar, second class; inspector, second class—elec- tronics, fluid test, ground and flight test, machined parts, receiving, welding, and fitting.	1.87	2.21	1.87	2.27	2.20	2.48	2.27	2.55
Grade V..... Electrician, maintenance, second class; inspector, final assembly, second class; operator, yoder hammer, second class.	1.77	2.11	1.77	2.17	2.10	2.38	2.17	2.45
Grade VI..... Inspector, assembly, second class; operator, second class—drop hammer, engine lathe, milling machine, and turret lathe.	1.72	2.05	1.72	2.11	2.05	2.32	2.12	2.39
Grade VII..... Inspector, ground and flight test, third class; operator, sewing machine; painter, equipment and production parts.	1.67	2.00	1.67	2.06	1.99	2.26	2.06	2.33
Grade VIII..... Chauffeur; fireman; junior inspector.	1.62	1.95	1.62	2.01	1.94	2.21	2.01	2.28
Grade IX..... Assemblyman, semiskilled; helper, other than airport; mechanic, bench, sheet metal, third class.	1.57	1.90	1.57	1.96	1.88	2.15	1.95	2.22
Grade X..... Janitor; laborer; operator, elevator.	1.52	1.80	1.52	1.86	1.78	2.05	1.85	2.12
Cafeteria worker, grade "B".....	1.27	1.65	1.27	1.71	1.46	1.90	1.50	1.94

¹ Prior to July 1958 there was provision for automatic 5-cent increments to maximum rate ranges at 17 calendar-week intervals for all grades. Effective July 7, 1958, the interval was reduced to 16 weeks.

Except for 15-cent cost-of-living allowance incorporated into base rates as of July 1958, cost-of-living allowances are excluded from rates presented in this table.

² Increase was given all employees on payroll within specified labor grades as of the effective date and added to maximum rate for each labor grade; minimum rates were unchanged.

³ Prior to the 1958 agreement this was labor grade X-C. The agreement of 1958 eliminated this grade and established a separate schedule for cafeteria workers. Rates provided in this schedule above those shown for cafeteria workers grade B were as follows: July 7, 1958, bakers, butchers, and cooks (former labor grade VIII), minimum \$1.81, maximum \$2.20; cafeteria cashiers and receiving room checkers (former grade IX), \$1.76-\$2.15; laborers and cafeteria workers, grade A (former grade X), \$1.71-\$2.05. The rates effective July 6, 1959, were \$1.85-\$2.24, \$1.80-\$2.19, and \$1.75-\$2.09, respectively.

C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Premium Pay for Weekend Work</i>		
July 8, 1958 (agreement of same date).	Changed to: Double time for work on Sunday.	Not applicable to employees on 7-day operations (who continued to receive double time for work on the 7th consecutive day in the scheduled workweek.)
<i>Holiday Pay</i>		
July 8, 1958 (agreement of same date).	Changed to: Time and one-half plus holiday pay for holidays worked.	Double time plus holiday pay if holiday worked was also a Sunday (except to employees on 7-day operations).
<i>Paid Vacations</i>		
Jan. 1, 1959 (agreement dated July 8, 1958).		Revised vacation schedule as follows: Employees with 1 year but less than 3 years of continuous service—5 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 7 days' vacation for 1,500 or more hours worked. For employees with 3 but less than 12 years of continuous service—7 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 10 days' vacation for 1,500 or more hours worked. For employees with 12 or more years of continuous service—10 days' vacation for 1,000 but less than 1,500 hours worked during preceding year; 15 days' vacation for 1,500 or more hours worked. Added: Vacation pay to include night-shift bonus.
<i>Sick Leave and Injury Pay</i>		
Nov. 6, 1954 ¹ (agreement of same date).	Reestablished: 3 days' paid sick leave and injury pay for disabilities lasting 5 days or more after 1 year of continuous service.	Company practice already in effect but introduced into contract. Sick leave not cumulative.
Dec. 31, 1958 (agreement dated July 8, 1958).	Added: Employees allowed to accumulate up to 6 days' unused sick leave in any calendar year.	Benefits applicable after 3 days' disability. Pay for unused sick leave upon layoff or retirement.
<i>Jury-Duty Pay</i>		
July 8, 1958 (agreement of same date).	Employees with at least 1 year of continuous service who perform jury duty on a regularly scheduled workday to receive 8 hours' pay at regular basic straight-time rate less jury-duty fees.	Payment limited to 5 days in any week and 10 days in calendar year. Employee to present proof of services and amount of fees received.

See footnote at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance Benefits</i>		
Aug. 4, 1958 (agreement of July 8, 1958).	<p>Increased to:</p> <p>Hospitalization—For employee, \$15 a day for maximum of 31 days (up to 14 days for maternity); for dependents, up to \$13 a day with maximum of \$403—formerly \$310 (maternity benefits limited to \$130—formerly \$100).</p> <p>Special hospital charges—For employee, up to \$400; for dependents, up to \$250.</p> <p>Surgical expenses—For employee, up to \$300; for dependents, up to \$200.</p> <p>Obstetrical fees—Up to \$150; also available to dependents.</p> <p>Added: Major medical expense benefits in case of nonoccupational sickness or injury—For employee and dependents, payment of 80 percent of designated expenses (incurred during any one period of total disability and within 6 months thereafter) in excess of \$100 and any other benefits payable under the basic hospital-surgical plan. Maximum benefit \$5,000.</p>	<p>For employee only, weekly cost remained at 77 cents to \$1.02; for employee and dependents, weekly cost increased to total of \$1.35 to \$1.60 depending on earnings.</p> <p>Benefits include medical and surgical services and supplies, nursing care, hospital confinement, and dental work resulting from accidental injury to natural teeth.</p> <p>Full maximum benefit restored upon complete recovery or upon completion of 6 months of full-time work.</p> <p>Expenses must be incurred within 2 years after start of total disability.</p>

¹ This item should have been reported in Supplement No. 1.

Significant Decisions in Labor Cases*

Labor Relations

Steel Injunction. On October 27, 1959, the U.S. Court of Appeals for the Third Circuit upheld the 80-day injunction issued by the U.S. District Court for the Western District of Pennsylvania against the United Steelworkers of America pursuant to the national emergency provisions of the Labor-Management Relations Act.

The union attacked the act's constitutionality asserting that it confers a legislative nonjudicial function on the Federal district courts incompatible with Article III, Section 2, of the Constitution, which requires a judicial interpretation of a case or controversy. The union contended that in issuing the injunction the court restrained the union from performing an otherwise lawful act. The act of striking is lawful, said the union, until the moment that the injunction issues, when it becomes proscribed by what amounts to a legislative fiat.

In rejecting these contentions, the court noted the intent of Congress in enacting the statute was, among other things, to bring an end to industrial strife which affects commerce to such a degree as to imperil the national health or safety. The court stated: "... as enacted, the statute requires decision whether the evidence adduced in a case shows serious interference with essential national defense activities or threatened impairment of public health. . . . This is specific enough and factual enough to bring the inquiry within the area of judicial decision as distinguished from legislative judgment, as in our policy the two are distinguished." In arriving at this conclusion, the court quoted approvingly from a decision of the U.S. Court of Appeals for the Second Circuit to the effect that "Whether there is an existing, or threatened strike or lockout which, under the statute, is an invasion of the rights of the public presents the usual kind of case or controversy which is justiciable by a court."²

The court of appeals denied the union's contention that the trial court's findings of fact with respect to the national health and safety were erroneous. The lower court had found that continuation of the strike would imperil the Nation's safety and health through its serious endangerment of:

1. Top priority military missile programs;
2. The planned program of space activities under the direction of the National Aeronautics and Space Administration (specifically, the manned satellite program);
3. Nuclear submarine and naval shipbuilding programs;
4. Collective security programs;
5. The operations of small business enterprises and the employment of millions in industries dependent upon steel products.

With respect to the first four findings, the union argued generally that the country, despite the strike, continued to be prosperous, and that only about 1 percent of the steel output was needed for national defense (safety) and for hospital construction (health). It suggested that it would cooperate in supplying such steel as might be deemed essential to the national security, i.e., by returning to work in plants which produce steel necessary to meet defense needs.

The court viewed that portion of the union's argument that "centers attention on today's calm rather than on tomorrow's approaching storm" as not well taken. It pointed out that the statute speaks in terms of the effect of a strike if it is permitted to continue and therefore necessarily requires consideration of future consequences of a continuing strike. It described the steel industry as too vast and complicated to be segmented so as to make the union's offer to cooperate in supplying steel, where deemed essential to national defense, practicable.

* Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

² *United States v. United Steelworkers*, — F. 2d —. See p. 1342 of this issue for the opinion of the U.S. Supreme Court upholding this decision.

³ *United States v. United Steelworkers*, 202 F. 2d 132, 139 (1953).

The fifth finding of fact of the district court embracing the concept of economic hardship, was objected to by the union on the theory that the national emergency provisions concern themselves only with national safety or health. The Government countered with the affidavit of the Secretary of Commerce who stated: "Steel plays a role in our economy and in our lives that is crucial in the most literal sense of the word. Indeed, the use of steel in our economy is so pervasive and important that our whole system of production and distribution and our national security, health, and safety are being seriously impaired by the prolonged interruption in its availability." Notwithstanding the union's contention that "national safety or health" should be construed literally and not extended to activity which might be calculated to be an economic depressant, the Court of Appeals upheld the injunction on this ground also.

The final argument of the union addressed itself to the general discretionary power of the courts not to impose an injunction where other remedies are available. It alleged remedies are available under the Defense Production Act of 1950, as amended,³ the policy of which is "to provide for the national defense and national security," by authorizing governmental priority in obtaining essential materials; as well as under the Universal Military Training and Service Act,⁴ which authorizes the President to take possession of plants, mines, or other facilities for production of articles or materials required by the Government. The court concluded that the Government was not obligated to pursue these remedies, and that sufficient evidence of peril to the national safety or health being present, a remedy as sweeping as the law will permit is called for.

The dissenting opinion, without challenging the majority's opinion as to constitutionality or sufficiency of the evidence, insisted that an injunction would stifle collective bargaining by relieving both sides of economic pressure, and that the Congressional intent would thereby be frustrated. Failing the accomplishment of its objective—facilitation of a voluntary settlement—the dissent concluded that the court in the exercise of the sound discretion basic to its power in equity (injunction) proceedings, should deny the injunction. The dissent construed the national emergency provisions as limiting Government intervention to aid collec-

tive bargaining. Since there was no showing that the chances of a negotiated settlement would be enhanced by the issuance of an injunction, the equity maxim that a court will not issue an order which seems unlikely to serve its purpose was relied upon.

Condonation of Picket-Line Misconduct. The National Labor Relations Board held⁵ that employer condonation of employees' alleged picket-line misconduct in a lawful economic strike constituted a waiver of the misconduct and entitled the employees to reinstatement.

After peacefully picketing for more than a month over a new contract, members of the union in this case, upon receipt of letters from the employer threatening to hire replacements, terminated the strike and returned to work. Shortly thereafter, at a conference in the Board's regional office pursuant to a decertification election, the employer declared to the union's attorney in the presence of a Board agent that all employees would be back to work in 2 or 3 weeks, making no exception of those who had allegedly engaged in picket-line misconduct. Thereafter, the employer sent these employees letters asking them to vote against the union, and guaranteeing that there would be no discrimination for or against any employee because of union membership or union activity. The union subsequently lost the election, and 3 weeks later the employer notified the employees that by reason of their misconduct during the strike they would not be reinstated.

With four members of the Board sitting, three agreed that the employer violated sections 8(a) (1) and (2) of the National Labor Relations Act, as amended, by discharging employees for their participation in an economic strike after condoning their alleged misconduct. The other member reached the same result by concluding the condonation by the employer estopped him from later denying it. The Board cited a number of prior occasions when the employer had clearly indicated he would treat all strikers alike. It noted that only after the union had been defeated in the election and the strike broken did the employer decide to discharge the alleged offenders. The

³ 50 U.S.C.A. App. 2062(a) (Supp. 1958).

⁴ 50 U.S.C.A. App. 468.

⁵ *Union Twist Drill Co. and United Steelworkers*, 124 NLRB No. 157 (Oct. 12, 1959).

entire sequence of events was viewed as a condonation of their actions.

The employer argued that because of the Board's ruling in the *Mackay Radio* case,⁶ in which it was held that employees who participate in an unlawful strike may not invoke the protection of the act, the doctrine of condonation was inapplicable. He contended that the union caused or ratified the alleged misconduct, which constituted a violation of section 8(b)(1)(A) of the NLRA, as amended, and that conduct subversive of the act could not be protected under the act. Although the Board found no contravention of the public policy expressed in the act, and found indeed that the union specifically instructed the pickets to conduct the strike in a peaceful manner, it assumed, for the purpose of disposing of the employer's argument that the union's conduct was violative. Referring to the *Mackay Radio* doctrine, the Board distinguished the strike in that case as "unlawful from its inception," and whether or not the violative conduct was condoned, the Board could not overlook such conduct. In the instant case, however, the strike was not unlawful, rather the subsequent alleged action of the union was unprotected. Therefore, having engaged in unprotected activities, the employees would have forfeited their protection under the law but for the condonation of their employer.

Illegal Employer Assistance to Union. The NLRB held⁷ that the maintenance of a bargaining contract covering an employer's proposed new plant which extended exclusive recognition to a union constituted illegal assistance to it, and violated sections 8(a)(1) and (2) of the NLRA, as amended; and that subsequent amendments purporting to cure the contract of its illegality were unavailing.

The employer and a union entered into a contract, to become effective 8 months later, purporting to recognize the Plate Handlers as collective bargaining agent for members covered by the contract and employed in the employer's projected Memphis plant. When the contract was executed, the plant was still in the inchoate stage, and no

employees had been hired. The contract contained a preferential hiring provision, as well as clauses which apparently applied to or affected all prospective employees, whether union members or not. After the contract became effective, but still before there were employees at the Memphis plant, the employer and the union executed an amendment to the contract which purported to drop the preferential hiring provision.

In ordering the employer to stop interfering with the self-organizational rights of his employees, the Board denied the validity of the contract, either at the moment of execution or in its amended form. Even were the amendment effective in turning an unlawful contract into a valid "members only" contract, which the Board did not concede, the violation of the NLRA would still obtain since the very maintenance of such a contract was tantamount to offering unlawful assistance to the union. No modification could make legal what was clearly illegal, the Board said, since from the moment the contract was executed the union became tainted by the extension of exclusive recognition to which it was not entitled.

The dissent dealt with the effect of "maintaining" the contract. Separating the concepts of working under a contract and keeping the contract in one's possession, the dissent discerned no coercive effect upon existing or prospective employees and declined to find any violation beyond the technical invalidity which was seasonably cured by the later amendment.

Effect of LMRA's Filing Requirements Repeal.

The NLRB ruled⁸ that it will henceforth certify an intervening union successful in a representation election, even though the union may not have been in compliance with the recently-repealed sections 9(f), (g), and (h) of the NLRA.

The instant representation petition was filed June 8, 1959, at which time the union was not in compliance with the filing requirements of sections 9(f), (g), and (h). On September 14, 1959, these sections were repealed by section 201(d) of the Labor-Management Reporting and Disclosure Act of 1959. Repeal of these sections removed the requirement of filing as a requisite to Board certification.

The Board directed a representation election in this case and disclosed that should the intervening

⁶ *Mackay Radio and Telegram Co. and Masolo*, 96 NLRB 740 (1951).

⁷ *Alco-Gravure Div. of Publication Corp. and Local 19, International Mailers Union*, 124 NLRB No. 141 (Sept. 24, 1959).

⁸ *Whaley Coal Co. and Scott County Miners Union*, 124 NLRB No. 156 (Oct. 1, 1959).

union be successful, it would be certified. Previously, the Board had permitted noncomplying unions to participate in representation elections and granted certification if the noncomplying intervening union were arithmetically successful in the Board-conducted election and achieved compliance with the statutory requirements by the time a certificate would normally be issued. Failing compliance, the Board would go no further than to certify the results of the election. The Board regarded the repeal of the old filing requirements as a withdrawal of the machinery by which compliance could be effectuated and therefore it would not require an intervening union to perform an impossible task. The Board concluded that if the intervenor wins the election, it, rather than the results, will be certified. The Board announced that this rule will obtain in elections directed after the repeal of the filing sections, in those instances where representation petitions had been previously filed.

Adverting to a statement of one of the Labor-Management Reporting and Disclosure Act's sponsors, the dissent saw no reason for departing from the established procedure. Congressman Griffin had stated that the bill was not intended to excuse any previous failure to comply with the filing requirements of sections 9 (f), (g), and (h). The interpretation of the dissenters would make impossible the certification of an intervening noncomplying union in a representation case if it wins the election and doesn't achieve compliance by the time of certification. Such meaning would give prospective application to an already-repealed section, and the position was found untenable by the majority.

Withdrawal From Multiemployer Unit. The NLRB found* that two members of a multiemployer bargaining unit had violated section 8(a)(5) of the NLRA, as amended, by refusing to accept a bargaining agreement entered into on their behalf by the multiemployer group.

In this case, bargaining on an associationwide basis between the union and the Printing Industries Association had existed for a substantial time prior to 1957, when negotiations for a new contract commenced. Following the rejection of a union proposal for a profit-sharing plan,

an impasse in bargaining was reached, and the union called a strike against all employers represented by the association. During the strike, the union concluded individual agreements with several of these employers. Whereupon members of the association, meeting among themselves, agreed to adopt the terms individually negotiated as their own proposal, but permitted any member to withdraw from the association in view of the privately negotiated agreements. One of the employers in the instant proceeding indicated he would no longer participate in the association, but, without communicating this intention to the union, he did in fact attend the meeting at which the association's proposal, which included a profit-sharing clause, was accepted by the union. The other employer indicated at the meeting of the employer group that he would "go along" with the association provided the final agreement did not contain a profit-sharing clause.

In determining that both employers unlawfully refused to bargain, the Board stated that neither of them unequivocally withdrew from the association before the new contract was accepted. Notwithstanding their knowledge that the union had acted improperly in negotiating individual agreements, the employers continued to bargain on a multiemployer basis. Although the opportunity was offered them to withdraw and bargain on a single-employer basis because of the union's tactics, the Board found that awareness of the situation coupled with perpetuation of multiemployer negotiations precluded revocation of membership in the association. The Board also asserted that to permit qualification or rejection of a multiemployer-bargained agreement by an individual member of the group would strike at the very core of the widely recognized practice and render it valueless.

The Board left undetermined the question of whether the circumstances were sufficiently unusual to have permitted employer withdrawal once negotiations had begun. Neither did it consider material, in arriving at its decision, the question of the union's violation of a similar nature in its dealings with the individual employers.

* *Anderson Lithograph Co. and Local 22, Amalgamated Lithographers*, 124 NLRB No. 117 (Sept. 15, 1959).

No Antitrust Violation Without Conspiracy. A United States district court held ¹⁰ that the illegality per se doctrine of the Sherman Anti-Trust Act (any agreement that imposes unreasonable restraint upon commerce is unlawful of itself) was inapplicable to a labor union without a showing of conspiracy or combination with a nonlabor group.

A company brought this action against the union under the Sherman Act,¹¹ alleging in substance, that portions of its bargaining contract, purportedly forced upon it by the union, were illegal and in restraint of trade. The contract had been negotiated between the union and another dairy company and subsequently entered into by the plaintiff company as well as other dairy companies in the community. The objectionable features of the contract, and those alleged to be unlawful, were those involving the scale of commission payments for wholesale store route drivers. In consequence of these allegedly violative sections, the company contended that it was compelled to pay some drivers as much as \$20,000 per year. The company asserted that such excessive payments affected the price of milk, interfered with plaintiff's reasonable and competitive cost of deliveries, and adversely affected both plaintiff and the consuming public, in violation of the act. Pointing out that the complaint was void of any allegation of conspiracy or combination, the court framed the issues thus: "(1) Is a union within contemplation of the Sherman Act, and if so, (2) can a union be in violation of the restraint of trade prohibitions of the act when it acts singly, i.e., without combining with a nonlabor group."

Rejecting the company's contention that any agreement which results in affecting the price structure is illegal per se, the court approvingly quoted an eighth circuit decision: "... a labor organization is immune to Sherman Act liability unless it is found to have conspired with nonlabor groups for purposes not connected with legitimate labor ends." Where a labor union is involved, the

Sherman Act (which has no specific exemption for unions) must be read in conjunction with the Norris-LaGuardia and Clayton Acts¹² (which exempt unions where a labor dispute is involved), and culpability can be fixed only where the union acts in combination with an outside group to achieve an end beyond the environs of union activity and incompatible with legitimate union purposes.¹³

Wages and Hours

FLSA Coverage of Puerto Rican Public Roads. A United States district court held ¹⁴ that any public road constructed in Puerto Rico is part of and improves the functioning of the existing instrumentality of interstate commerce, thus bringing employees engaged in such road construction within the coverage of the Fair Labor Standards Act.

The Secretary of Labor sued for an injunction against two contractors engaged in the construction of so-called secondary roads in Puerto Rico, alleging that they were violating the minimum wage and overtime provisions of the FLSA. The court was faced with the consideration of whether this type of road construction is covered by the act, and whether an injunction should be issued against an employer who has terminated the construction in the course of which the violations occurred.

In holding the contractors guilty of violation of the act, the court recognized that the highways constructed were clearly secondary roads, used primarily for the transportation of raw coffee beans and truck farming crops. Notwithstanding the seeming remoteness from commerce, the court decided, as a practical matter, that because of the absence of rail facilities, the entire network, not any particular road, primary, secondary, or even tertiary, is the instrumentality of commerce and concluded that the construction of any road in Puerto Rico comes within the purview of the FLSA. In determining to issue the injunction, the court believed it would be an abuse of discretion to deny the relief sought, having found violations of the act to have been perpetrated, and it appearing that the contractors would continue their operations on the network of roads.

¹⁰ *Pevely Dairy Co. v. Local 603, International Brotherhood of Teamsters* (U.S.D.C. E.D. Mo., June 19, 1959).

¹¹ 15 U.S.C. 1, 4 (1958 ed.).

¹² 29 U.S.C. 101, et seq. (1958), 15 U.S.C. 12, et seq. (1958).

¹³ See *Allen Bradley Co. v. Local Union No. 3*, 325 U.S. 797 (1945).

¹⁴ *Mitchell v. Compania De Ingenieros Y Contratistas, Inc.; Same v. Quilichini* (U.S.D.C. P.R., Sept. 25, 1959).

Chronology of Recent Labor Events

October 1, 1959

In its first decision involving repeal of the Taft-Hartley Act's filing requirements by the Labor-Management Reporting and Disclosure Act of 1959, the National Labor Relations Board ruled that hereafter it will certify a union which wins a representation election, even though the representation proceeding may have begun prior to the repeal and the union was not in compliance at that or any subsequent time, since there no longer is any way for such a union to achieve compliance. The case was *Whaley Coal Co. and Scott County Miners Union*. (See also p. 1373 of this issue.)

A Federal grand jury in New York City indicted William Villano and Frank Vagolle, former business agents of International Ladies' Garment Workers' Union Locals 158 (Passaic, N.J.) and 134 (Paterson, N.J.), respectively, on charges of illegally accepting a total of \$1,500 between 1954 and 1956 from Princess Ann Girl Coat, Inc.

October 2

The Federal Court of Appeals in New York City ruled, in upholding a strike injunction, that employers were not obligated under the Railway Labor Act to negotiate with a union concerning the abolition of the job of oiler on diesel powered harbor tugs before posting a notice of such action. The court also held that the union was not entitled to an injunction restoring the oilers' jobs pending determination of the dispute under the procedures of the Railway Labor Act. The case was *Baltimore & Ohio RR. v. United Railroad Workers Division of the Transport Workers Union*.

October 7

A Federal grand jury in Newark, N.J., indicted the C. F. Mueller Co., of Jersey City (manufacturer of macaroni) and two of its officials—President H. Edward Toner and Vice President C. Frederick Mueller—on charges of violation of the Taft-Hartley Act by paying two union officials \$15,000 over a period of 4 years for the ostensible purpose of preserving labor peace. The union leaders had been indicted previously for accepting the payments (see Chron. item for Mar. 3, 1959, MLR, May 1959).

October 8

A Federal district court in New York City issued a temporary restraining order under the Taft-Hartley Act,

later converted into an injunction, halting the strike affecting about 70,000 members of the International Longshoremen's Association on the Atlantic and Gulf Coasts for 80 days.

A 3-DAY STRIKE of the Textile Workers Union of America was ended by an agreement between the union and representatives of dyeing, finishing, and printing textile firms in New York, northern New Jersey, and eastern Pennsylvania, covering about 7,000 workers. The 2-year contract included wage raises of 13 cents an hour in the first contract year and 5 cents an hour in the second year, plus increased pension and holiday benefits.

A few days earlier, the union settled on similar terms with about 50 New York City companies employing about 1,500 workers.

October 12

THE NLRB held that a company violated the Labor Management Relations Act by discharging employees charged with picket-line misconduct during a lawful economic strike, because, after the strike, it had condoned the employees' alleged misconduct by promising not to discriminate against them, thus waiving its right to discharge or discipline the strikers. The case was *Union Twist Drill Co. and United Steelworkers*. (See also p. 1372 of this issue.)

THE U.S. Supreme Court denied review and thus, in effect, upheld lower court decisions in the following cases:

A. L. Kornman Co. v. Amalgamated Clothing Workers. The Federal Court of Appeals in Cincinnati had ruled that a Federal district court had power under the Taft-Hartley Act to enforce an arbitration award for a union even though the union's action was on behalf of individual members.

St. Maurice, Helmkamp and Musser v. NLRB. The Federal Court of Appeals for the District of Columbia had upheld (see Chron. item for Dec. 16, 1957, MLR, Feb. 1958) the legality of a union shop agreement requiring employees of construction firms' subcontractors to become union members.

October 13

A Federal grand jury in Houston, Tex., indicted two electrical firms—Fischbach & Moore of Texas, Inc., and Hirsh Electric Co.—and their respective presidents, Robert E. Moore and Daniel Hirsh, on charges of illegally paying about \$23,000 in 1956 to Buford B. Morgan, former business agent of Local 716, International Brotherhood of Electrical Workers.

October 16

THE United Auto Workers ended its biennial convention at Atlantic City. The delegates approved resolutions making a shorter workweek and a profit-sharing plan an important part of 1961 bargaining goals, endorsing the collection of 1 hour's pay a month from each member to

support the current steel strike, and raising dues \$2 a month (to \$5). (See also p. 1381 of this issue.)

AFL-CIO PRESIDENT GEORGE MEANY revoked the charters of two Toledo, Ohio, city labor bodies—the AFL Central Labor Union and the CIO Toledo Industrial Union Council—as a means of forcing a merger of the two groups.

October 17

THE Metal Trades Council, the Carpenters, and the Machinists approved 3-year agreements with West Coast shipyards, ending a strike of more than 12,000 workers since early September. (The Machinists had struck on August 24.) The terms included a pay raise of 10 cents an hour (8 cents of which was retroactive to July 1), an additional 8 cents an hour on June 1, 1960, and 9 cents more a year later. (See also p. 1379 of this issue.)

October 18

MEMBERS of Local 6, International Typographical Union in New York City approved a 2-year contract, covering about 5,500 workers in the city's commercial (job) printing plants, which provided for immediate increases of \$4 a week plus \$4 on October 18, 1960, and a \$2-a-week increase in employer contributions to the jointly administered welfare fund. (See also p. 1381 of this issue.)

October 20

A Federal grand jury in Washington, D.C., indicted President Maurice A. Hutcheson of the Carpenters union on charges of contempt of Congress for refusal to answer certain questions of the Senate Select Committee on Improper Activities in the Labor or Management Field. (See Chron. item for May 21, 1959, and p. 792, MLR, July 1959.) President William Presser of Cleveland Teamsters Local 555 was also indicted on similar charges.

October 21

ACTING under the Taft-Hartley Act, the Federal District Court in Pittsburgh ordered the United Steelworkers to halt the steel strike. On October 27, the Third Circuit Court of Appeals upheld the restraining order but granted a 6-day delay in issuing an injunction, to enable the union to appeal to the U.S. Supreme Court. (See also p. 1371 and p. 1378 of this issue.)

October 22

A 2-YEAR AGREEMENT negotiated by Swift & Co. with the Meat Cutters and the Packinghouse Workers ended a 7-week strike of about 18,000 workers in the company's plants throughout the country. Terms included hourly wage increases of 8.5 to 15 cents spread over the life of the contract. (See also p. 1380 of this issue.)

FEDERAL DISTRICT COURT JUDGE F. DICKINSON LETTS in the District of Columbia approved an agreement between the

Teamsters and their monitors for rules for election of local officials. The rules include provisions for advance notice of elections, the secret ballot, broad eligibility of candidates, and a 3-year limit on officers' terms. (See also p. 1383 of this issue.)

October 24

THE Senate Select Committee on Improper Activities in the Labor or Management Field released the second part of its Second Interim Report on its investigations in 1958 (see Chron. item for Aug. 4, 1959, MLR, Oct. 1959).

October 26

THE Kaiser Steel Corp. signed a 20-month contract with the United Steelworkers, ending a 104-day strike of 7,500 workers at the company's plant at Fontana, Calif. The agreement set up a labor-management committee with authority to study, make recommendations, and settle "problems resulting from automation and technological change and local working conditions . . ." Another committee was established to work out a plan for "equitable sharing between the stockholders, the employees, and the public, of the fruits of the company's progress." (See pp. 1345-46, and p. 1378 of this issue for the economic benefits of the settlement.)

October 27

WILLIAM F. PATTERSON, Special Assistant to the Secretary of Labor and former Director of the Department of Labor's Bureau of Apprenticeship and Training (from 1934 through 1956), died at the age of 61.

October 28

THE Steelworkers announced that the Aluminum Company of America had agreed to continue indefinitely their previous contract extension, due to expire on November 1 (see MLR, Sept. 1959, p. 1026), with the final settlement to be retroactive to August 1. The agreement may be terminated on a 10-day notice by either party. Subsequently, the union negotiated similar contract extensions with the Kaiser Aluminum and Chemical Corp. and the Reynolds Metals Co.

On October 22, the United Steelworkers and the Timken Roller Bearing Co. had agreed on a second contract extension for 120 days. Any wage increase granted in subsequent negotiations would be retroactive to August 24, when the contract was to have expired.

October 31

DELEGATES to the International Brotherhood of Longshoremen's special convention in Milwaukee voted, 5,550 to 1,340, to merge their organization with the International Longshoremen's Association, thus enabling the latter to complete its affiliation with the AFL-CIO (see Chron. item for Sept. 23, 1959, MLR, Nov. 1959).

Developments in Industrial Relations*

Wages and Collective Bargaining

Steel. The labor scene during October was dominated by invocation of the emergency provisions of the Taft-Hartley Act in the basic steel strike. The President resorted to use of the act on October 9 when he appointed a factfinding Board consisting of George W. Taylor as chairman, John A. Perkins, and Paul N. Lehoczy. Hearings were held from October 12 to 18, and the Board attempted, unsuccessfully, to mediate the strike. Although both sides made new offers in the course of the hearings, the Board, in its report of October 19, concluded that it could "see no prospects for an early cessation of the strike. The Board cannot point to any single issue of any consequence whatsoever upon which the parties are in agreement."¹

The Government's request for an injunction ordering the strikers to return to work for at least an 80-day period was granted by a Federal judge in Pittsburgh on October 21, but the order was stayed pending the union's appeal; on October 27, the Third Circuit Court of Appeals upheld the injunction, but continued the stay to enable the union to appeal to the Supreme Court without interruption of the strike.²

On October 31, the strike was 109 days old; by that date, the ninth largest of the 12 major steel producers—Kaiser Steel Corp.—and two smaller producers, Detroit Steel Co. and Granite City Steel Co., neither of which had been on strike, had reached agreements with the union.

The settlement at Kaiser Steel Corp., reached on October 26, was essentially the same as the offer the union had made to all companies on October 15 and represented the first break in the steel industry's united front.³ The Kaiser agreement, covering approximately 7,500 employees at its Fontana, Calif., plant, runs until June 30, 1961. It provides a package increase evaluated by the company at 22.5 cents an hour over the 20-month

period, including a possible 3-cent cost-of-living adjustment. On the issue of work rules, a labor-management committee was set up "to study problems resulting from automation and technological change and local working conditions, and to make recommendations . . ." The committee was authorized "to settle problems in these areas by mutual agreement."

Of perhaps greater long-range significance was establishment of another committee to work out a plan for "equitable sharing between the stockholders, the employees, and the public, of the fruits of the company's progress." If both the union and company agree, the committee's plan could be substituted for the wage and cost-of-living provisions which would otherwise become effective on July 1, 1960.

Wage rates were not increased in the first contract year, but since the agreement provided, effective November 1, 1959, for the company to pay all costs of the insurance plan, which had been a contributory one, workers' take-home pay will increase about 7 cents an hour, according to union estimates; in addition, insurance benefits were also increased. In return, the employees will forego any cost-of-living adjustment on January 1, 1960, and will permanently forego a 2-cent cost-of-living adjustment above current levels. With rising insurance costs, the union and company estimated that the program would add another cent an hour to the total employment costs starting November 1, 1960.

Revision of the supplemental unemployment benefit plan included, effective as of the new contract date, provision for a 5-cent-an-hour cash payment to the fund, instead of 3 cents plus 2 cents on a contingent liability basis, and a less drastic reduction in benefits as funds available for benefits are reduced.

Minimum pension benefits were increased to provide \$2.50-a-month benefits for each year of past service and \$2.60 a month for years beginning

*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

¹See pp. 1332-1341 of this issue for excerpts of the Board's report.

²On November 7, the Supreme Court upheld the validity of the injunction and the Steelworkers started to return to work. See pp. 1342-1344 of this issue for the text of the Court's decision and pp. 1371-1372 for a summary of the Circuit Court's opinion.

³See pp. 1345-1346 of this issue for the Memorandum of Agreement (except exhibits) between the parties.

November 1, 1959; the old formula was \$2.40 a month per year up to November 1, 1957, and \$2.50 a month per year thereafter. Credit will be given for up to 40 years' service, instead of 30 as under the previous plan. In addition, a special retirement payment provision was established, which calls for a payment from the pension fund equal to 3 months' full pay (less any vacation pay received during the year of retirement) to each retiring employee. Regular pensions will begin 3 months later. Pensions for employees retired prior to November 1 were raised by a flat \$5 a month, and minimum disability pensions were raised from \$90 to \$100 a month.

The economic terms of the contract do not provide a wage increase until next July 1, when basic wage rates will be raised by a general 7 cents an hour plus a 2-cent increase in job increments. The average increase is estimated at 9 cents including the effect of incentive pay. Also beginning in July, the cost-of-living escalator clause is continued, but with a ceiling of 3 cents an hour. The 17-cent-an-hour cost-of-living allowance accrued under the previous contract was continued.

Aluminum and Other Steel. The Steelworkers union announced on October 28 that it had continued indefinitely, subject to 10 days' cancellation by either party, a previous contract extension with the Aluminum Co. of America. This past July, when the previous contract was due to expire, the parties had extended it to November 1, or 30 days after the end of the steel strike, whichever occurred first.⁴ The indefinite extension continued the provision that any agreement reached during the extension period would be retroactive to August 1, 1959. The union subsequently signed similar extensions with the Reynolds Metal Co. and Kaiser Aluminum and Chemical Corp.

A 3-year contract valued at 36 cents an hour was ratified on October 11 by members of the Steelworkers employed at two Philadelphia area plants of SKF Industries, Inc. (precision bearings). The settlement, affecting about 4,000 workers, called for pay increases of 7 cents an hour in each contract year and an estimated total of 15 cents an hour for improved fringe benefits.

Agreement to end a strike by the Steelworkers against a steel fabricating company—the R. C. Mahon Co. in Detroit, Mich.—was reached on October 21. According to the company, the 3-year contract—ending a work stoppage in effect since August 31—provided a package increase of 18 cents an hour for the first 2 years for about 1,000 workers. The wage increases were reportedly equal to about 15 cents an hour during the first two contract years. A wage reopener is provided for the third contract year.

Copper. Strikes by the International Union of Mine, Mill and Smelter Workers and other unions in the copper industry continued at the end of October. The Kennecott Copper Corp. made its first contract proposal to the MMSW in early October, but a subsequent joint announcement declared the two sides "are in disagreement over many of the basic issues. No agreement has been reached on any part of the company's proposal." (The company's proposal reportedly involved a 1-year contract valued at about 7 cents an hour, including fringe benefits.)

Later in October, the Anaconda Co. proposed what it said was a 1-year contract estimated to cost 6.1 cents an hour; this offer, which the union valued at 4.1 cents, was rejected by the MMSW negotiating committee as an "insult to Montana miners and smeltermen."

Longshore. In the East Coast longshoring industry, the strike that had begun on October 1⁵ was ended at least for a time, by a temporary restraining order issued on October 8 under the emergency provisions of the Taft-Hartley Act. This was later supplemented by an injunction extending the strike ban through December 26, 1959. Members of the striking International Longshoremen's Association, in ports from Maine to Texas, resumed work on October 13 and during the month negotiators continued to meet under the auspices of the Federal Mediation and Conciliation Service. No settlement had been reached by the end of October.

Other Metalworking. Work stoppages idling around 14,000 employees of West Coast shipyards were ended on October 19 as three union bargaining groups approved a 3-year, 39-cent-an-hour package agreement. The contracts—cover-

⁴ See Monthly Labor Review, September 1959, p. 1026.

⁵ See Monthly Labor Review, November 1959, p. 1257.

ing workers represented by the Metal Trades Council, the Carpenters and Joiners union (marine carpenters), and the International Association of Machinists—called for a 10-cent-an-hour pay raise (8 cents of which was retroactive to July 1, 1959, when previous contracts expired), an additional 8 cents effective June 1, 1960, and 9 cents more a year later. In addition, the parties agreed upon a cost-of-living clause which is to become effective in the third contract year; increased employer payments for paid holidays by 2 cents an hour (total 9 cents), effective July 1, 1960; and established a pension program for which employers will pay 5 cents an hour beginning April 1, 1960, supplemented by an additional 5 cents effective April 1, 1961. The yards had been shut down since early September, with members of the Machinists striking since August 24. At about that time, workers represented by the Metal Trades Council had rejected an employer proposal of a 2-year, 24-cent-an-hour package contract.

A 38-month contract with the Scintilla Division of the Bendix Aviation Corp. was ratified on September 30 by members of the International Association of Machinists employed at the firm's missile and aircraft parts plant in Sidney, N.Y. The agreement provides a 5-cent-an-hour wage increase effective October 3 and a 6-cent pay raise on both November 7, 1960, and December 4, 1961. Other contract changes include revision in the cost-of-living escalator clause, with 12 cents of the existing 24-cent-an-hour allowance "frozen outside of the Scintilla wage structure," and an improved pension plan. Pension benefits were liberalized for those already retired and for the plant's salaried employees, as well as for those in the bargaining unit. The company also announced pay increases for its unorganized salaried employees. The plant employs a total of approximately 4,700 workers.

The Torrington Co. and the United Automobile Workers agreed, in late September, upon a 2-year contract for about 2,500 workers in three plants in Torrington, Conn. Under the agreement, 5 cents was added to the base rates of incentive workers, and hourly rates were increased by 5 cents for other production workers and by 7 to 15 cents for skilled trades workers. Similar increases are reportedly scheduled for the second contract year.

Pension benefits were liberalized to provide monthly benefits of \$2 (formerly \$1.75) for each year of future service after January 1, 1961; Independence Day was added as an eighth paid holiday for employees working during the company vacation period; and hospital and surgical benefits were increased.

Food Industries. Agreement to end a strike of approximately 18,000 employees of Swift & Co., represented by the Meat Cutters and the Packinghouse Workers unions, was reached on October 22. Major obstacles in settling the strike, in effect since September 4, were wage increases at the company's southern plants and managerial rights. The settlement called for an immediate 8.5-cent-an-hour increase at northern plants and an additional 6.5 cents in September 1960. At seven southern plants, however, the increases total 8.5 cents over both contract years. Other provisions included continuation of cost-of-living escalator clauses, increased separation pay allowances, and 3 weeks' vacation after 10 instead of 15 years' service effective January 1, 1960. At Armour and Co., the length of service required for 3 weeks' vacation had been reduced to 12 years (from 15) effective on January 1, 1961. An automation fund, such as that negotiated at Armour,⁶ was not included in the Swift agreement.

A 22-cent-an-hour pay increase spread over a 2-year period was provided in a settlement, announced on October 19, between the National Biscuit Co. and the American Bakery and Confectionery Workers' International Union (AFL-CIO) for about 7,000 workers in nine plants in Pennsylvania, New York, Georgia, Texas, Colorado, Massachusetts, Illinois, and California. Retroactive to September 1, 1959, wage rates were increased 12 cents an hour, and an additional 10 cents is scheduled for September 1960. Classification adjustments, reportedly amounting to about 1 cent an hour when averaged over all workers, were also made. Other changes included increased company contributions to the health and welfare plan and an eighth paid holiday (the last working day before Christmas).

A 2-year contract covering about 2,800 employees of 21 Detroit area milk companies was ratified on October 4 by members of a local indus-

⁶ See Monthly Labor Review, October 1959, pp. 1140-1141.

trial union. The settlement called for an immediate 5-cent-an-hour pay increase and 5 cents more in 1960 for approximately 1,500 hourly rated (inside) workers. The agreement also continued the cost-of-living escalator clause (with incorporation into the rate structure of the previous 14-cent-an-hour allowance), established a funded severance pay plan with details to be worked out by a union-management committee, and increased the employer's payment for medical-insurance premiums.

Terms of a new contract between Jacob Ruppert (brewery) and the Teamsters union were agreed upon in October, approximately 7½ months before the previous contract's scheduled expiration date of June 1, 1960. The agreement affects about 1,600 employees in New York City. A total of about 6,000 brewery workers, represented by the Teamsters, are employed by 5 major breweries (including Ruppert) in the city; the other 4 companies have not yet followed the Ruppert lead. The Ruppert contract, according to the union, provided a \$6-a-week pay increase effective June 1, 1960, and an identical increase a year hence. In addition, the company agreed to increase its contribution to the pension fund by \$1 a week (to a total of \$6) on June 1, 1960, and by another 50 cents a week a year later.

Other Wage Actions. Agreements to end strikes involving about 8,500 employees of dyeing and finishing firms in New York, New Jersey, and Pennsylvania were reached in early October by the Textile Workers Union of America. The settlements provided an immediate 13-cent-an-hour pay increase, 5 cents more in the second year, a ninth paid holiday, and increased employer payments to the pension fund.

Pay increases of 8 cents an hour for about 5,500 employees of the American Optical Co. were announced by the company on September 24. The increases—affecting production and office employees—were to be effective on October 24 and apply to company plants in Chelsea and Southbridge, Mass., Brattleboro, Vt., Putnam, Conn., and Frederick, Md.

A 2-year contract for about 5,500 printers represented by the International Typographical Union and employed by commercial (job) printing shops in New York City was ratified by union

members on October 18. Weekly pay scales were raised by \$4 immediately (the previous contract expired last June 30, but retroactivity apparently was not provided). Another \$4 weekly increase is scheduled for October 18, 1960. The employer payment to the jointly administered welfare trust fund was increased \$2 a week, and a clause was added to the contract permitting the operation of teletypesetters by the commercial shops. The regular scale for day-shift workers will rise to \$132.25 a week in the second contract year.

A 3-year contract affecting about 2,700 employees of the D.C. Transit System, Inc., in the Nation's Capital was approved on October 31 by members of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees. The settlement terms call for a pay raise totaling 20 cents an hour over the contract period, a revised cost-of-living escalator clause, and improved pension and vacation benefits. Pay scales will increase in four steps of 5 cents an hour: The first three on an annual basis beginning November 1, 1959, and the final installment on April 1, 1962.

An unusual modification was made in the cost-of-living escalator clause. Under the agreement, the existing 12-cent-an-hour allowance was incorporated into base rates; future adjustments will be made on a semiannual instead of quarterly basis, with upward adjustments of 1 cent an hour each 6 months beginning in February 1960. By August 1962, these will total 6 cents. During the last 30 days of the contract, which expires in November 1962, upward or downward adjustments will be made in the allowance, depending on the actual course of the Washington Consumer Price Index.

A fifth week of vacation was negotiated for employees with 30 or more years of service, beginning in 1960, and for employees with 25 or more years' service in 1961; the previous maximum was 4 weeks after 15 years' service. Details of the improved pension plan were not available.

Union Developments

Conventions. The United Automobile Workers of America met at its 17th constitutional convention in Atlantic City, October 9-16, 1959. Major actions taken by the 3,000 delegates centered on dues, collective bargaining, organizing, and polit-

ical action. A proposal to raise dues by \$2 a month, to \$5 a month, was approved by delegates. Included in the raise, effective January 1, 1960, will be a \$1-a-month raise (to a total of \$1.25) in the union's strike fund to increase it to approximately \$35-\$40 million by the time the contracts with major automobile producers expire in the fall of 1961. Despite a special assessment to maintain the strike fund, the union's treasury had been placed under severe strain with the decline in revenues resulting from substantial layoffs during the 1957-58 recession, payments from the strike fund of almost \$10 million during the first 6 months of 1959, and contributions to the United Steelworkers in support of their current strike. The union reported that the average number of dues-paying members had risen during the first 6 months of 1959—to 1,144,000 compared with the 1958 average of 1,002,000, but was still below the 1.3 million recorded in 1957.

With regard to its 1961 collective bargaining program, resolutions reiterated the union's goals of a shorter workweek and a "practical and workable" profit-sharing plan. Specific bargaining proposals will be spelled out at a special collective bargaining conference in the spring of 1961.

In support of the Steelworkers' strike, as well as other economic strikes, President Walter P. Reuther proposed that the AFL-CIO establish a \$500 million common strike fund.

In other developments, President Reuther was reelected for the eighth time, and other international officers were also reelected. In addition, delegates approved a constitutional change providing the international officers with a 3-percent salary increase for each of the next 3 years beginning January 1, 1960. A proposal was rejected to supplement these raises, which are similar in principle to the so-called improvement factor increases that most automobile production workers receive under their contracts, with cost-of-living adjustments.

At a special convention of the International Brotherhood of Longshoremen, delegates approved on October 21 a motion to affiliate the IBL with the International Longshoremen's Association. The Brotherhood was formed in 1953 by the AFL after it had expelled the International Longshoremen's Association; at the AFL-CIO convention in September 1959, the ILA was ten-

tatively admitted on the basis of recent cleanup actions.⁷ Under the merger terms, the bulk of the IBL's membership, located in Great Lakes ports, will be incorporated as a Great Lakes District under the ILA. The IBL had a reported membership of about 30,000.

The Oil, Chemical and Atomic Workers International Union and the International Chemical Workers Union met in separate conventions in Cleveland during the early part of October. Both conventions passed resolutions supporting organizing campaigns and voluntary member contributions for the Steelworkers. Earlier, the two unions had considered merging; in May, however, a constitutional committee set up to work out a draft constitution had been unable to agree, principally because of dissent over the type of executive board to be established.⁸ Relations between the two unions seemed amicable, with OCAW President O. A. Knight noting that "probably a longer courtship must precede marriage."

Other actions taken by the unions included an increase in the ICW per capita tax—from \$1.50 to \$2 a month—to eliminate an operating deficit, to expand the union's research and technical assistance programs, and to set up a health and safety department. The OCAW delegates approved a tentative plan to provide supplemental strike benefits—beyond the basic \$10 a week already in effect—to local unions which pay \$1 a month per member into a special fund for this purpose.

A new independent petroleum union, known as the Independent Oil Workers union, consisting of four formerly unaffiliated unions, came into being on October 1, 1959, with a membership of about 16,000 workers. The four independent unions consisted of the Central States Petroleum Union (10,000 members), the Independent Petroleum Workers of America (5,000), and the United Oil Workers and the Pan-American Employees (500 members each). The new union's membership, employed primarily at the Standard Oil Co. of Indiana refineries, is located in 10 States, with the bulk in Indiana and Illinois.

Teamsters and Longshoremen. The International Brotherhood of Teamsters and its board of

⁷ See Monthly Labor Review, November 1959, p. 1255.

⁸ See Monthly Labor Review, July 1959, p. 794.

monitors agreed on October 22 to a set of rules to govern local union elections. The international has recommended speedy adoption by the locals of such measures as advance notices of elections, a 3-year limitation on local officers' terms, and the secret ballot. Local unions were also directed not to disqualify members from voting or running for office merely because, under a checkoff arrangement, an employer has failed to forward their dues on time. The rules also provide that the Honest Ballot Association will oversee at least the first 12 elections to be held by locals under trusteeship. Subsequently, the monitors and the international will decide whether to continue such supervision.

Teamster President James R. Hoffa announced that the union was creating a political action department to promote voter registration and to publicize the voting records of candidates. The department is to be organized under a national political action director, with one director for each of the union's four area conferences. In turn, each joint council in every major city and each local will have a director.

In response to an action under the new labor reform law, the International Longshoremen's and Warehousemen's Union (Ind.) declined to comply with Secretary of Labor James P. Mitchell's re-

quest for information on whether any persons who have been Communists or convicted felons were holding union office within the 5-year disqualification imposed by the law. Attorneys for the union contended that the law violates the provisions of "at least the First and Fifth Amendments"; that there is no provision in the law which gives the Secretary of Labor authority to ask such questions or which requires an answer from the union; and that the law is "vague and indefinite."

Other Actions

Contempt of Congress indictments were handed down against two labor union leaders by a Federal grand jury in the District of Columbia on October 20. The indictments were made against Maurice A. Hutcheson, president of the United Brotherhood of Carpenters and Joiners of America, and William Presser, president of Teamster Local 55 in Cleveland. The indictments against the two union officials stemmed from their refusal before the Senate Select Committee on Improper Activities in the Labor or Management Field to answer certain questions regarding alleged misuse of union funds.*

The International Typographical Union in late October voted by referendum to transfer the International headquarters from Indianapolis to Colorado Springs, Colo.

* See Monthly Labor Review, July 1950, p. 792.

Union Conventions, April 16 to June 15, 1960

Date	Organization	Place
April 25-----	Distillery, Rectifying and Wine Workers' International Union of America.	Miami Beach, Fla.
April 25-----	American Federation of State, County and Municipal Employees.	Philadelphia, Pa.
May 19-----	Laundry, Cleaning and Dye House Workers International Union.	San Francisco, Calif.
May 26-----	Amalgamated Clothing Workers of America-----	Miami Beach, Fla.
May 30-----	Textile Workers Union of America-----	Chicago, Ill.
June 13-----	The Order of Railroad Telegraphers-----	Chicago, Ill.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

Communism in American Unions. By David J. Saposs. New York, McGraw-Hill Book Co., Inc., 1959. 279 pp. \$7.50.

It is seldom, indeed, that an author has the opportunity to review his research and conclusions as written one-third of a century ago against rich experience and deep consideration of the problems of the intervening period. Mr. Saposs' doctoral dissertation, *Left Wing Unionism: A Study of Radical Policies*, was published in 1926 and has been the classic guide since then to students of the trade union tactics of both the genuine radical and the Communist movements. (One of the great contributions of both the earlier volume and the one under review is the accurate differentiation between these two.)

In the current study, Mr. Saposs has used the theoretical research which served as the basis for the 1926 book as a tool in studying the Communist activities in American trade unions during the last few decades. With only a brief introduction to review the early history, the new volume covers Communist attempts to control both AFL and CIO unions. In the case of the former, the Communist activities in the entertainment field (especially in Hollywood) and in the New York locals of the Hotel and Restaurant Employees Union are analyzed. The CIO situation, generally better known among students of this subject, is then described, covering events from the earliest days of overt and covert Communist activity to the expulsion from the CIO of the Communist-dominated unions. This action took place when their postwar subservience to the unpopular Communist Party line made clear even to unwilling observers that they were not guided by the genuine interests

of American workers. In a final section of the book, Mr. Saposs tells of successful means used to combat Communist domination in United States unions and stresses the need for continued care to avoid a resurgence of Communist trade union power.

Lest the 1959 reader challenge this statement of the need for continued vigilance, it might be appropriate to point to the fact that much of the CIO's difficulties could have been avoided if the lessons in Mr. Saposs' earlier volume had been adequately learned. The 35th Anniversary Issue of the *Monthly Labor Review* (July 1950) carried an assessment of Left Wing Unionism as one of the half century's significant books on labor, and in it the commentator said, "... I am learning lessons . . . that I failed to see upon first reading it, almost a score of years earlier." If it were only possible, in the field of combating Communist efforts, for each generation to learn from the mistakes of the preceding one, we could easily avoid a recurrence of the events of the thirties and forties. In any case, *Communism in American Unions* will serve well the student and trade union practitioner who reads it.

—MORRIS WEISZ

Assistant Commissioner

Bureau of Labor-Management Reports

Economic Development of Communist China: An Appraisal of the First Five Years of Industrialization. By Choh-Ming Li. Berkeley, University of California, 1959. 284 pp., bibliography. \$7.50, University of California Press, Berkeley.

The author is to be complimented on a very thorough evaluation of the economic development of Communist China during the first Five Year Plan from 1953 through 1957. Through these years, Dr. Li indicates the rate of progress in industrialization, the developments on the agricultural front, the role of Soviet Russian aid in pushing Chinese economic development, the rate of capital accumulation, the per capita consumption among city and farm workers, the attitude of the peasants towards collectivization. The analysis is buttressed by a wealth of statistical tables (48 in the text and 36 in the appendix) whose special value resides in the fact that they are based exclusively upon Chinese sources themselves.

The basic long-range objective of the first Five Year Plan was, of course, to start the ball rolling in the direction of the transformation of the existing society into a "socialistic society" through the socialization of industry, agriculture, trade, handicrafts, etc. Initially, the author emphasizes, the main emphasis was not on socialization, but on increasing total industrial and agricultural production. Of the total capital invested in all projects during these first 5 years, 79 percent went to industry and transport, and 90 percent of that (about 70 percent of the total) into heavy industry alone.

The speed of socialization in both industry and agriculture during the first years of the Plan was deliberately kept down in order to gain gradual acceptance. Most private firms in the factory sector were allowed to operate; in agriculture about one-third of the farming households were to be drawn into the early producers' cooperatives; few individual handicraft operators and only one-half of all private trading shops existing in 1952 were to be organized into cooperatives. Toward the end years of the Plan, however, with the people psychologically "conditioned," the rate of socialization was speeded up tremendously, and by 1957 the entire economy was, for all practical purposes, completely socialized.

As far as consumers' welfare was concerned, it had definitely a subsidiary place in the scheme of things and was quite openly indicated as a distant goal to be realized only as a consequence of a tremendously advanced industrialization. The low level of consumption was then, and remains today, the potential social explosive in the whole setup. For, as the author emphasizes, the try at free criticism in the Mao episode of "Let 100 flowers bloom" during the early part of 1957 was merely an attempt to suppress the accumulated social dissatisfaction of the people, created by the low level of consumption all during the years of the Plan. Dr. Li thinks, and in this reviewer's opinion quite justly, that this will remain the most difficult problem for the Communist bureaucracy to solve.

The author doubts the ability of production for private consumption to keep pace with the increase of population if the latter is allowed to continue at its recent average rate of over 2 percent. He predicts therefore that, "We can be reasonably sure that during the second Five Year Plan, popu-

lation control will become a major effort of the State." Recent unforeseen developments have once again proved that to prophesy is dangerous. The ruling bureaucrats have recently changed their minds about birth control. They are gambling upon enormously increased food production due to the complete, enforced regimentation of their total farm manpower and womanpower in the new Communes system inaugurated during 1958.

This book is to be highly recommended.

—HARRY GOLDBERG

Department of International Affairs, AFL-CIO

Landmarks of Tomorrow. By Peter F. Drucker. New York, Harper & Brothers, 1959. 270 pp. \$4.50.

This is a stimulating and challenging book. It has both intellectual and dramatic power. Its contents range all the way from an examination of the philosophic foundations of the postmodern, present-day world to practical suggestions for education, economics, political science, and international affairs. It is not so much a forecast of the future as it is an analysis of the present. Drucker believes that we are already in the process of transition to a new age in the history of mankind.

The philosophic foundations of the modern world stem from Descartes, the 17th century Frenchman, whose system was based on the concept of causation. But the new world view is based on purpose. The world is not mechanistic; progress is not inevitable—it must be achieved. Says Drucker, "We do not believe any more in the inevitability, let alone the automaticity, of progress. But we practice innovation—purposeful, directed, organized change." And innovation is one of the most powerful forces in our world—it has made possible the new technology as well as a new society.

Drucker draws many provocative conclusions, as the one on economic development: "By and large there will be no economic development until at least one-tenth of national income is put into productive investments over and above the investment needed to maintain a growing population at the same standard of living. . . . the problem is . . . how to obtain that much capital in a poor

country. The answer is . . . some capital investment from the outside."

This book will be stimulating reading for any citizen, but it also is worthy of the serious attention of the professional social scientist.

—EWAN CLAGUE

Commissioner of Labor Statistics

Industrial Accident Prevention—A Scientific Approach. By H. W. Heinrich and E. R. Gran-niss. New York, McGraw-Hill Book Co., Inc., 1959. 480 pp., bibliography. 4th ed. \$9.

Although many "accident preventionists" may disagree with the author on some specific points covered in this volume, all will agree that this "classic" deserves a prominent place in every safety library. It is both a text book for the beginner in safety work and a technical reference manual for the safety expert. Perhaps of greater importance, it is a very readable and interesting discussion of work safety problems for the busy executive who wants some background information in the field but has no desire to become a safety expert.

The successive editions of the book vividly portray the ever widening horizons of the safety engineering profession. The fundamentals of accident prevention, so ably stated in the first edition (1931), are presented in much the same language in this fourth edition, but the scope has grown to include discussions of safety psychology and nucleonics with which few safety engineers were concerned in 1931.

The broad scope of the volume probably constitutes both its greatest value and its greatest weakness. It includes some reference to practically every phase of safety engineering, a very desirable quality. In presenting such an all-inclusive picture, however, the author has obviously found it necessary to omit many background details. These omissions may trouble some serious students. Statistically minded readers, for example, may wish for more specific details relating to the research on which the "4 to 1" and "1-29-300" ratios are based.

—FRANK S. McELROY

Chief, Division of Industrial Hazards
Bureau of Labor Statistics

The Church as Employer, Money Raiser, and Investor. By F. Ernest Johnson and J. Emory Ackerman. New York, Harper & Brothers, 1959. 184 pp. \$4.

This volume is the seventh in a Series on the Ethics and Economics of Society initiated by the Federal Council of Churches, now merged in the National Council of Churches of Christ in the United States. It inquires into the economic practices of Protestant churches and their agencies, giving major attention to the employer function in relation both to ministers and lay employees. Data presented on compensation were assembled in 1956 by means of a questionnaire sent to every 10th person in the pastoral lists of nine denominations.

Cash salaries and total compensation (salaries, allowances, fees, and perquisites) are examined by denomination and separately by region, size of community, and size of church. Personal indebtedness of ministers, salaries of sextons and office workers, and vacation provisions for each of these categories are also summarized by denomination. Since the response rate in the study made 3 years ago was low (and varied among denominations), the averages and distributions serve mainly to point up the sharp differences in ministerial compensation by size of community and church. The authors conclude that "The church is by no means the worst of employers, but by and large it is hardly among the best. The money equivalent of a provided residence is apparently larger than had been assumed. The margin, however, is not large enough to balance such inequities as the very inadequate reimbursement for the cost of an indispensable automobile and the very considerable item of professional expense."

Separate chapters are devoted to pension plans, personnel policies, the church as money raiser, and the church as investor.

This volume will assist laymen to develop a better understanding of remuneration needed by ministers and assist lay boards and ministers to improve the business management of their churches.

—TOIVO P. KANNINEN

Division of Wages and Industrial Relations
Bureau of Labor Statistics

Arbitration

One Way to Reduce the Cost of Arbitration. By Sidney L. Cahn. (In *Labor Law Journal*, Chicago, September 1959, pp. 611-614. \$1.)

The Interpretation of Ability by Labor-Management Arbitrators. By Wayne E. Howard. (In *Arbitration Journal*, New York, Vol. 14, No. 3, 1959, pp. 117-132. \$1.50.)

Arbitration on "Plant Practices" and Contract Issues. By Anthony P. Alfino. (In *Management Record*, National Industrial Conference Board, Inc., New York, September 1959, pp. 274-277.)

Labor Arbitration and Its Critics. By Benjamin Aaron. (In *Labor Law Journal*, Chicago, September 1959, pp. 605-610, 645. \$1.)

Benefit and Retirement Plans

Health and Welfare Plans in California Union Agreements, May 1959. (In *California Industrial Relations Reports 19*, Department of Industrial Relations, Division of Labor Statistics and Research, San Francisco, August 1959, pp. 5-11.)

Health Insurance Plans: Can Their Costs Be Controlled? By Robert W. Dvorsky. (In *Personnel*, American Management Association, September-October 1959, pp. 31-37. \$1.75; \$1.25 to AMA members.)

Pension Plans Under Collective Bargaining, Late 1958: Part I, Vesting Provisions and Requirements for Early Retirement; Part II, Involuntary Retirement Provisions. By Walter W. Kolodrubetz and Harry L. Levin. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1959. 29 pp. (Bull. 1259.) 25 cents, Superintendent of Documents, Washington.

U.S. Census of Governments, 1957: Employee-Retirement Systems of State and Local Governments. Washington, U.S. Department of Commerce, Bureau of the Census, 1959. 49 pp. (Vol. IV, No. 1.) 40 cents, Superintendent of Documents, Washington.

How Key Employers Are Determining Service Credits Under Pension Plans. Chicago, Charles D. Spencer & Associates, Inc., 1959. 14 pp. \$2.

New Graduated Retirement Benefits in Great Britain. (In *Social Security Bulletin*, U.S. Department of Health, Education, and Welfare, Social Security Administration, Washington, September 1959, pp. 4-9. 25 cents.)

Economic Development

Economic Planning in Underdeveloped Areas: Government and Business. By Edward S. Mason. New York, Fordham University Press, 1958. 87 pp. (The Millar Lectures, 2.)

The Economics of "Under-Developed" Areas: An Annotated Reading List of Books, Articles, and Official Publications. Compiled by Arthur Hazelwood. London, Oxford University Press, 1959. 156 pp. 2d ed. \$1.40, Oxford University Press, New York.

The Comparative Study of Economic Growth and Structure: Suggestions on Research Objectives and Organization. By Raymond W. Goldsmith and others. New York, National Bureau of Economic Research, Inc., 1959. 201 pp. \$3.

Industrial Relations

Labor Economics and Industrial Relations. By Dale Yoder and Herbert G. Heneman, Jr. Cincinnati, Ohio, South-Western Publishing Co., 1959. 726 pp. \$8.75.

Industrial Relations Here and Now—Trends, Issues, and Company Practices. New York, American Management Association, 1959. 123 pp. (Management Report 34.) \$3; \$2 to AMA members.

Getting More Results From Company Industrial Relations Program. By R. L. King. Berkeley, California Personnel Management Association, [1959]. 10 pp. (Management Report 263.) \$1.

Hiring Hall: New Version—[Hotel Employment Office of New York City]. By Fred Panzer. (In *Industrial Bulletin*, State Department of Labor, New York, September 1959, pp. 12-15.)

The Outlook in Industrial Relations. By Dale Yoder. Minneapolis, University of Minnesota, Industrial Relations Center, 1959. 14 pp.

Industrial Relations in Japan. By Isao Kikuchi. (In *International Labor Review*, Geneva, August 1959, pp. 150-172. 60 cents. Distributed in United States by Washington Branch of ILO.)

Proceedings of the Ninth Annual Labor-Management Conference, April 10-11, 1959. Morgantown, West Virginia University, Institute of Industrial Relations, 1959. 89 pp.

Labor-Management Relations. By Charles Wiedemann. New York, Reinhold Publishing Corp., 1959. 142 pp. \$3.75.

Labor Dispute Settlement—Local or Federal Function? By Allan Welsenfeld. (In *Labor Law Journal*, Chicago, October 1959, pp. 703-706. \$1.)

Dispute Settlement in Atomic Energy Plants. By David R. Johnson. (In *Industrial and Labor Relations Review*, Ithaca, N.Y., October 1959, pp. 38-53. \$1.75.)

Work Stoppages—Motor Vehicles and Motor Vehicle Equipment Industry, 1927-58. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1959. 11 pp. (BLS Report 148.) Free.

Picketing. By Walter L. Daykin. (In *Labor Law Journal*, Chicago, September 1959, pp. 591-604, 644-645. \$1.)

Collective Bargaining Today: Proceedings of Third Annual Industrial Relations Conference of the Industrial Union Department, AFL-CIO, Philadelphia, Pa., June 15-16, 1959. Washington, Industrial Union Department, AFL-CIO, 1959. 99 pp. (Publication 28.) Free.

Company Practice on Printing and Distributing Collective Bargaining Agreements. By Anthony P. Alfino. (In *Management Record*, National Industrial Conference Board, Inc., New York, October 1959, pp. 326-328.)

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Current Labor Statistics

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¹ This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics; (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1166 (1954); and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex
(In thousands)

Employment status	Estimated number of persons 14 years of age and over ¹														Annual average	
	1959												1958		1958	1957 ²
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov. ³	Oct.			
Total, both sexes																
Total labor force.....	72,629	72,100	73,204	73,875	73,862	71,955	71,210	70,768	70,062	70,027	70,701	71,112	71,743	71,284	70,746	
Civilian labor force.....	70,103	69,577	70,667	71,338	71,324	69,405	68,639	68,189	67,471	67,430	68,081	68,485	69,111	68,647	67,946	
Unemployment.....	3,272	3,230	3,426	3,744	3,982	3,389	3,627	4,362	4,749	4,724	4,108	3,833	3,805	4,681	2,930	
Unemployment rate, seasonally adjusted ⁴	6.0	5.6	5.5	5.1	4.9	4.9	5.3	5.8	6.1	6.0	6.1	5.9	7.1	6.8	4.3	
Unemployed 4 weeks or less.....	1,607	1,562	1,567	1,773	2,274	1,405	1,382	1,363	1,600	1,961	1,706	1,632	1,522	1,833	1,485	
Unemployed 5-10 weeks.....	651	662	786	902	630	601	565	523	1,176	1,044	771	695	657	959	650	
Unemployed 11-14 weeks.....	288	293	290	251	250	263	283	629	509	444	328	272	225	438	240	
Unemployed 15-26 weeks.....	333	340	290	303	387	515	675	767	727	657	320	409	581	785	321	
Unemployed over 26 weeks.....	393	396	493	515	640	605	723	777	737	818	782	735	811	667	239	
Employment.....	66,831	66,347	67,241	67,594	67,342	68,016	65,012	63,828	62,722	62,706	63,273	64,653	65,306	63,966	65,011	
Nonagricultural.....	60,707	60,105	60,884	60,769	60,111	60,708	59,163	58,625	58,030	58,013	59,102	58,958	58,902	58,122	58,789	
Worked 35 hours or more.....	45,800	45,859	45,797	44,863	47,027	47,935	47,287	46,292	44,948	46,044	47,076	44,114	46,522	44,573	46,238	
Worked 15-34 hours.....	9,049	9,159	9,066	8,333	8,257	8,431	8,615	8,915	7,745	8,880	8,900	9,915	7,221	7,324	8,983	
Worked 1-14 hours.....	3,969	2,929	2,409	2,683	2,945	3,349	3,420	3,496	3,424	3,288	3,313	3,146	3,062	3,047	2,777	
With a job but not at work ⁵	2,490	3,450	6,009	6,890	3,283	1,891	1,839	1,920	1,894	1,801	1,733	1,783	2,094	2,876	2,821	
Agricultural.....	6,124	6,242	6,357	6,825	7,231	6,408	8,848	5,203	4,092	4,693	4,871	5,695	6,404	5,844	6,223	
Worked 35 hours or more.....	3,972	4,282	4,540	4,730	4,923	4,489	3,858	3,226	2,677	2,772	2,845	3,750	4,690	3,827	4,197	
Worked 15-34 hours.....	1,531	1,393	1,230	1,471	1,706	1,455	1,387	1,273	1,217	1,132	1,266	1,369	1,212	1,361	1,413	
Worked 1-14 hours.....	468	441	387	428	455	348	425	523	479	504	522	390	376	457	416	
With a job but not at work ⁵	154	125	202	195	182	117	179	181	318	285	258	187	126	196	196	
Males																
Total labor force.....	49,045	49,110	50,230	50,684	50,385	48,945	48,633	48,360	48,073	47,981	48,190	48,418	48,786	48,802	48,649	
Civilian labor force.....	46,551	46,610	47,725	48,179	47,879	46,427	46,114	45,813	45,514	45,417	45,601	45,822	46,155	46,107	46,882	
Unemployment.....	2,007	2,022	2,138	2,315	2,403	2,086	2,317	2,971	3,359	3,282	2,902	2,504	2,454	3,155	1,893	
Employment.....	44,544	44,588	45,587	45,863	45,476	44,342	43,798	42,842	42,156	42,135	42,699	43,318	43,701	43,042	44,989	
Nonagricultural.....	39,762	39,764	40,537	40,493	39,942	39,291	38,898	38,338	37,991	37,981	38,464	38,614	38,993	38,249	38,922	
Worked 35 hours or more.....	31,987	32,179	32,633	31,966	34,003	33,680	33,040	32,307	31,433	32,005	32,423	30,966	32,547	31,390	32,546	
Worked 15-34 hours.....	4,594	4,046	2,933	3,221	2,912	2,953	3,157	3,330	3,862	3,439	3,418	5,160	3,505	3,736	3,461	
Worked 1-14 hours.....	1,437	1,244	1,043	1,235	1,292	1,540	1,551	1,504	1,456	1,399	1,414	1,294	1,261	1,329	1,197	
With a job but not at work ⁵	1,743	2,296	3,905	4,071	1,735	1,187	1,139	1,194	1,220	1,143	1,210	1,196	1,378	1,794	1,784	
Agricultural.....	4,782	4,824	5,050	5,309	5,539	5,051	4,900	4,406	4,165	4,154	4,235	4,704	5,008	4,802	5,037	
Worked 35 hours or more.....	3,491	3,681	3,932	4,093	4,255	3,933	3,545	3,001	2,500	2,582	2,644	3,362	3,961	3,413	3,716	
Worked 15-34 hours.....	801	750	647	792	860	760	868	906	928	854	933	866	690	857	842	
Worked 1-14 hours.....	298	281	291	312	296	264	333	428	425	448	443	308	281	353	309	
With a job but not at work ⁵	142	111	182	174	124	95	155	172	303	270	216	168	106	179	171	
Females																
Total labor force.....	23,584	22,990	22,974	23,191	23,477	23,010	22,537	22,408	21,969	22,046	22,510	22,695	22,987	22,482	22,067	
Civilian labor force.....	23,552	22,967	22,942	23,159	23,445	22,978	22,525	22,376	21,957	22,013	22,479	22,663	22,956	22,451	22,064	
Unemployment.....	1,265	1,209	1,288	1,429	1,579	1,304	1,310	1,391	1,391	1,442	1,206	1,320	1,351	1,526	1,043	
Employment.....	22,287	21,759	21,654	21,731	21,866	21,674	21,214	20,985	20,566	20,571	21,273	21,343	21,605	20,924	21,021	
Nonagricultural.....	20,945	20,341	20,347	20,276	20,170	20,317	20,265	20,287	20,099	20,062	20,638	20,434	20,269	19,882	19,837	
Worked 35 hours or more.....	13,810	13,689	13,145	12,897	13,022	14,306	14,239	13,985	13,534	14,030	14,533	13,147	13,975	13,488	13,662	
Worked 15-34 hours.....	4,454	4,812	3,133	3,114	3,247	3,478	3,458	3,586	3,863	3,446	3,542	4,755	3,717	2,589	3,401	
Worked 1-14 hours.....	1,033	1,684	1,365	1,447	1,654	1,800	1,960	1,992	1,968	1,889	1,900	1,852	1,801	1,718	1,880	
With a job but not at work ⁵	747	1,154	2,704	2,819	1,548	723	696	725	673	658	544	689	716	1,093	1,073	
Agricultural.....	1,343	1,418	1,307	1,455	1,096	1,358	949	696	527	539	635	991	1,396	1,042	1,184	
Worked 35 hours or more.....	491	600	608	640	668	556	314	225	168	190	201	338	729	414	452	
Worked 15-34 hours.....	670	641	581	680	842	696	819	367	290	278	333	503	552	504	571	
Worked 1-14 hours.....	170	161	95	116	160	94	92	96	54	66	80	82	95	104	107	
With a job but not at work ⁵	11	14	21	21	29	22	25	10	15	15	21	19	21	20	25	

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

² Because of rounding, sums of individual items do not necessarily equal totals.

³ Survey week contained legal holiday.

⁴ Beginning with January 1957, 2 groups numbering between 200,000 and 300,000 which were formerly classified as employed (under "with a job but not at work") were assigned to different classifications, mostly to the unemployed. For a full explanation, see Monthly Report on the Labor Force, February 1957 (Current Population Reports, Labor Force, Series P-67, No. 176).

⁵ Unemployment as a percent of labor force.

⁶ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

NOTE: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, current issues).

TABLE A-2. Employees in nonagricultural establishments, by industry¹

[In thousands]

Industry	1959												1958		Annual average	
	Oct. ²	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957	
Total employees.....	52,573	52,060	52,066	52,343	52,580	51,982	51,430	50,878	50,315	50,310	51,935	51,432	51,130	50,543	52,102	
Mining.....	612	618	639	710	715	701	694	688	693	704	713	712	700	721	809	
Metal.....	44.6	45.9	62.0	97.4	97.7	96.5	95.7	93.5	93.5	93.6	93.4	93.7	90.6	93.1	111.2	
Iron.....	9.3	10.6	35.2	35.4	34.9	33.9	32.5	31.1	30.9	30.3	31.2	31.9	30.8	30.8	38.9	
Copper.....	8.7	20.1	31.0	31.1	30.7	30.5	29.3	30.5	30.2	30.2	29.6	27.5	28.6	28.6	32.6	
Lead and zinc.....	11.5	12.9	12.9	12.6	12.9	12.9	12.8	12.8	12.7	12.7	12.7	11.1	11.1	12.9	14.6	
Anthracite.....	15.6	15.4	17.1	15.3	15.1	15.3	15.4	15.1	15.1	15.5	15.6	15.5	15.3	20.3	28.4	
Bituminous coal.....	137.4	136.2	135.8	171.3	177.9	176.4	176.2	170.6	168.2	162.4	162.2	162.9	159.1	159.2	230.0	
Crude-petroleum and natural-gas production.....																
Petroleum and natural-gas production (except contract services).....		305.8	309.7	310.7	308.7	301.1	297.0	293.9	292.2	296.8	300.7	296.7	296.6	302.6	326.2	
Nonmetallic mining and quarrying.....	113.7	114.9	115.7	113.8	113.2	112.3	109.6	104.3	101.4	102.6	107.3	111.2	112.4	109.3	113.3	
Contract construction.....	2,350	3,642	3,107	3,035	2,966	2,834	2,652	2,417	2,256	2,343	2,486	2,784	2,867	2,643	2,808	
Nonbuilding construction.....	662	688	687	683	680	671	671	671	671	671	671	671	671	671	671	
Highway and street construction.....	329.6	347.2	343.0	335.0	310.5	294.9	254.9	194.0	164.3	175.7	217.0	286.7	317.3	256.0	230.1	
Other nonbuilding construction.....	331.9	340.4	344.1	350.0	339.6	315.8	277.6	254.6	261.6	269.0	318.1	335.1	313.2	233.6	235.6	
Building construction.....	2,380	2,419	2,348	2,301	2,184	2,091	1,945	1,837	1,906	1,990	2,179	2,235	2,079	2,222	2,222	
General contractors.....	826.4	849.5	836.7	824.0	776.5	742.2	671.8	623.5	650.8	677.8	709.0	759.2	780.6	806.3	806.3	
Special-trade contractors.....	1,553.6	1,569.8	1,511.3	1,477.2	1,407.6	1,348.5	1,273.2	1,213.2	1,255.3	1,302.5	1,410.3	1,445.9	1,328.6	1,352.7	1,352.7	
Plumbing and heating.....	329.1	330.8	323.5	314.0	305.3	301.6	292.6	287.6	295.8	308.6	315.3	323.3	303.6	321.7	321.7	
Painting and decorating.....	240.1	246.9	230.9	217.7	199.4	174.4	154.0	141.5	147.8	163.8	181.6	189.4	169.6	164.2	164.2	
Electrical work.....	184.4	184.2	179.1	176.5	169.6	161.6	160.4	165.6	170.9	177.4	179.3	183.9	173.2	188.9	188.9	
Other special-trade contractors.....	800.0	807.9	768.8	769.0	733.3	710.9	666.2	618.5	640.8	652.7	734.1	748.3	682.2	677.9	677.9	
Manufacturing.....	16,168	16,375	16,169	16,419	16,455	16,187	16,034	15,969	15,771	15,674	15,749	15,795	15,536	15,468	16,782	
Durable goods.....	9,136	9,233	9,058	9,523	9,581	9,443	9,314	9,217	9,090	8,990	8,989	8,982	8,963	8,743	9,521	
Nondurable goods.....	7,032	7,142	7,111	6,897	6,874	6,744	6,720	6,752	6,711	6,684	6,760	6,813	6,573	6,725	7,261	
Durable goods.....																
Ordinance and accessories.....	146.1	145.0	142.3	142.4	129.7	138.3	137.7	138.1	137.2	137.3	136.1	133.9	129.2	126.7	128.3	
Lumber and wood products (except furniture).....	652.8	691.3	690.0	694.4	691.8	660.5	634.5	617.5	601.8	612.4	630.3	645.2	639.3	621.7	654.6	
Logging camps and contractors.....	112.3	114.6	115.3	112.1	91.1	83.6	81.8	78.1	81.4	89.4	96.0	100.3	86.3	86.3	87.1	
Sawmills and planing mills.....	332.6	333.2	330.4	330.9	321.9	313.7	304.8	300.1	302.7	309.5	317.2	324.5	311.0	331.6	331.6	
Millwork, plywood, and prefabricated structural wood products.....	145.5	147.4	147.0	145.9	140.9	136.1	131.5	128.5	130.2	132.8	132.4	135.1	127.1	128.7	128.7	
Wooden containers.....	43.6	43.2	44.8	43.6	45.1	44.4	44.0	43.8	44.3	44.5	44.9	45.7	44.7	44.7	44.7	
Miscellaneous wood products.....	57.3	57.6	56.9	57.3	56.5	56.7	55.4	54.3	53.8	53.5	53.5	53.5	53.7	52.7	57.5	
Furniture and fixtures.....	392.1	391.6	386.3	382.2	384.1	380.2	379.0	377.9	376.7	374.4	369.8	373.0	374.3	379.3	376.6	
Household furniture.....	284.0	280.1	276.6	277.0	276.3	276.4	276.0	275.3	272.4	267.5	271.1	271.7	267.1	265.9	265.9	
Office, public-building, and professional furniture.....	48.2	48.0	45.8	46.2	44.9	44.9	44.9	44.4	44.6	44.9	45.0	44.8	43.8	48.0	48.0	
Partitions, shelving, lockers, and fixtures.....	33.8	33.4	35.5	35.6	34.3	33.6	33.1	33.7	34.1	34.2	34.2	34.2	34.5	34.5	37.3	
Screens, blinds, and miscellaneous furniture and fixtures.....	26.6	24.8	24.3	25.2	24.7	24.1	23.9	23.3	23.3	23.3	23.3	23.2	23.3	22.8	23.8	
Stones, clay, and glass products.....	557.9	571.7	571.5	565.7	566.1	553.7	543.6	531.2	509.7	507.2	516.0	522.1	519.4	514.5	552.5	
Flat glass.....	34.8	34.1	32.7	33.1	32.1	33.6	33.6	33.6	34.1	33.5	33.3	32.4	32.4	32.4	34.7	
Glass and glassware, pressed or blown.....	103.7	102.9	100.9	103.1	100.9	98.9	97.1	95.2	93.7	96.0	96.4	97.6	96.5	96.5	96.5	
Glass products made of purchased glass.....	18.6	18.1	17.9	17.8	17.7	17.8	18.2	17.6	17.4	17.3	17.3	17.3	17.3	16.8	17.8	
Cement, hydraulic.....	43.0	43.6	43.5	43.2	42.6	42.0	40.6	38.5	39.4	41.7	42.3	42.8	42.8	42.0	42.0	
Structural clay products.....	77.5	78.7	78.4	78.3	78.9	74.7	71.2	68.9	70.1	74.2	75.1	76.0	73.1	80.4	80.4	
Pottery and related products.....	50.0	49.7	49.4	49.4	47.2	46.0	45.8	45.2	44.6	45.1	45.3	44.7	43.9	49.8	49.8	
Concrete, gypsum, and plaster products.....	125.4	126.2	123.5	122.5	119.1	115.2	110.2	107.8	107.1	110.1	112.6	114.1	108.9	112.0	112.0	
Cut-stone and stone products.....	18.4	18.5	18.4	18.2	18.1	17.8	17.8	17.8	17.9	18.3	18.6	19.0	18.3	19.0	19.0	
Miscellaneous nonmetallic mineral products.....	100.3	99.7	101.0	100.5	99.1	97.6	96.7	94.6	93.5	93.0	92.2	91.5	90.3	97.9	97.9	
Primary metal industries.....	809.8	836.0	856.2	1,266.1	1,291.4	1,272.8	1,250.0	1,231.4	1,194.9	1,185.5	1,155.4	1,139.7	1,107.7	1,104.4	1,309.7	
Blast furnaces, steel works, and rolling mills.....	232.3	242.2	230.8	231.4	226.6	225.3	223.0	215.0	210.8	208.2	203.5	188.3	197.4	233.8	233.8	
Iron and steel foundries.....	228.5	226.7	230.1	231.4	226.6	225.3	223.0	215.0	210.8	208.2	203.5	188.3	197.4	233.8	233.8	
Primary smelting and refining of non-ferrous metals.....	45.2	55.7	56.0	55.3	54.9	54.1	54.7	54.9	54.9	55.1	54.3	53.5	50.2	68.1	68.1	
Secondary smelting and refining of non-ferrous metals.....	11.9	12.8	12.5	12.5	12.3	12.2	12.1	12.0	11.9	11.8	11.8	11.6	11.5	13.2	13.2	
Rolling, drawing, and alloying of non-ferrous metals.....	116.9	117.1	119.4	119.6	117.9	115.2	112.6	110.2	110.2	110.8	110.8	106.8	105.5	116.3	116.3	
Nonferrous foundries.....	66.0	64.6	64.1	64.8	64.4	64.1	63.6	62.9	62.4	62.1	61.5	58.7	57.7	71.4	71.4	
Miscellaneous primary metal industries.....	135.2	137.1	132.3	135.0	133.4	131.0	130.0	128.2	126.0	124.0	122.0	120.4	118.4	126.4	126.2	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1959												1958		Annual average	
	Oct. ³	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957	
Manufacturing—Continued																
Durable goods—Continued																
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1,041.7	1,081.4	1,055.9	1,084.1	1,102.0	1,087.2	1,074.1	1,063.9	1,043.2	1,032.8	1,057.6	1,061.2	1,028.2	1,029.9	1,132.3	
Tin cans and other tinware.....		65.5	64.7	62.8	63.1	61.0	59.0	57.2	56.8	55.6	55.3	58.3	59.3	58.2	50.1	
Cutlery, handtools, and hardware.....		138.3	134.7	132.4	136.4	135.6	134.5	135.6	133.2	136.1	136.2	134.4	115.6	128.3	144.9	
Heating apparatus (except electric) and plumbers' supplies.....		121.5	120.6	116.6	118.7	116.9	116.0	115.6	113.1	109.0	109.2	112.5	113.9	109.3	110.0	
Fabricated structural metal products.....		273.2	278.8	303.1	301.6	296.0	291.5	285.8	283.2	288.0	294.8	298.5	304.8	303.0	324.3	
Metal stamping, coating, and engraving.....		238.6	219.8	228.0	233.5	231.9	229.2	228.7	224.1	227.1	228.4	223.3	207.8	210.7	245.3	
Lighting fixtures.....		51.3	46.1	47.6	48.5	49.1	48.6	48.5	48.0	48.0	48.2	48.0	43.6	44.7	51.4	
Fabricated wire products.....		54.6	62.8	56.0	57.7	57.7	57.4	57.5	57.3	56.7	56.8	55.8	56.0	55.2	59.0	
Miscellaneous fabricated metal products.....		138.5	135.4	137.6	142.2	139.3	137.5	134.6	132.1	132.2	131.7	130.2	127.8	123.3	137.4	
Machinery (except electrical).....	1,640.1	1,656.0	1,624.6	1,633.9	1,644.9	1,622.7	1,593.2	1,576.7	1,550.4	1,513.8	1,493.9	1,474.7	1,461.6	1,501.2	1,737.9	
Engines and turbines.....		105.4	103.6	104.1	105.1	104.2	104.4	102.4	99.2	97.2	96.4	95.9	91.2	93.1	96.4	
Agricultural machinery and tractors.....		166.5	158.9	171.5	173.0	171.3	161.3	158.8	153.2	132.7	123.9	123.1	139.6	136.9	148.4	
Construction and mining machinery.....		132.7	132.1	135.5	136.2	133.7	129.7	128.0	125.6	123.7	120.2	114.1	115.7	122.0	138.1	
Metalworking machinery.....		247.7	239.9	239.3	239.4	235.9	233.6	230.0	224.5	220.6	215.5	215.1	200.2	223.7	287.6	
Special-industry machinery (except metalworking machinery).....		170.5	166.8	165.9	166.2	163.0	161.7	160.8	158.9	157.3	156.1	155.4	154.8	159.6	181.9	
General industrial machinery.....		229.7	220.3	226.2	225.5	212.2	218.1	214.9	213.8	213.8	213.0	212.2	211.0	220.1	254.8	
Office and store machines and devices.....		134.7	132.4	129.5	132.6	131.7	131.4	130.3	129.5	129.0	130.6	130.3	128.1	124.9	137.7	
Service-industry and household machines.....		185.6	185.7	186.3	187.2	186.2	184.5	184.3	181.7	177.0	173.6	171.2	165.9	168.9	180.9	
Miscellaneous machinery parts.....		283.2	274.9	275.3	279.7	275.5	272.5	269.2	264.4	261.9	261.6	267.4	265.2	262.0	268.0	
Electrical machinery.....	1,310.1	1,303.9	1,260.6	1,241.6	1,232.6	1,207.4	1,189.6	1,183.7	1,177.9	1,170.1	1,166.2	1,164.9	1,119.5	1,118.8	1,223.3	
Electrical generating, transmission, distribution, and industrial apparatus.....		417.5	411.4	407.0	405.6	398.2	390.1	386.1	383.4	384.9	381.9	377.2	361.1	373.5	430.2	
Electrical appliances.....		39.7	37.9	36.9	37.0	37.3	36.6	36.3	35.4	35.4	35.9	37.0	35.3	34.6	40.9	
Insulated wire and cable.....		28.1	27.7	26.9	27.9	27.9	28.1	27.9	28.0	28.2	28.0	27.6	26.9	26.8	27.2	
Electrical equipment for vehicles.....		72.9	61.8	68.6	69.8	69.7	70.8	70.1	70.2	65.7	65.2	67.8	60.5	61.8	75.2	
Electric lamps.....		28.5	27.7	27.5	27.4	25.9	26.6	26.2	26.1	26.1	26.0	25.5	25.6	26.4	30.2	
Communication equipment.....		665.7	645.3	625.8	615.8	599.8	590.2	589.6	586.5	583.0	582.5	582.5	576.0	551.4	576.8	
Miscellaneous electrical products.....		51.4	49.3	48.9	49.1	47.6	47.5	47.5	48.0	46.8	46.7	46.9	44.1	45.7	49.8	
Transportation equipment.....	1,686.0	1,688.3	1,610.8	1,602.8	1,703.7	1,710.4	1,705.9	1,702.1	1,679.4	1,688.7	1,681.4	1,670.4	1,461.8	1,502.9	1,678.1	
Motor vehicles and equipment.....		760.0	679.1	744.3	754.2	754.7	747.4	744.6	721.3	723.1	716.8	702.7	606.4	630.8	786.3	
Aircraft and parts.....		730.4	732.4	735.6	735.3	741.4	748.1	753.0	757.2	756.8	767.4	767.3	763.1	757.6	891.7	
Aircraft engines and parts.....		145.9	144.0	145.8	146.6	146.4	146.9	147.9	148.8	148.4	148.4	148.4	148.4	148.4	148.4	
Aircraft propellers and parts.....		14.1	14.0	14.3	14.4	14.5	14.8	15.2	15.1	15.1	15.8	15.7	16.2	16.3	16.3	
Other aircraft parts and equipment.....		141.3	141.4	141.1	140.3	138.5	138.0	137.9	137.5	136.6	137.6	136.9	134.6	129.5	136.9	
Ship and boat building and repairing.....		153.0	140.7	144.6	148.0	140.0	149.2	146.3	143.5	144.8	142.3	140.0	142.2	144.5	148.8	
Shipbuilding and repairing.....		113.2	121.2	123.3	124.2	125.8	125.8	124.4	122.1	124.7	122.4	127.1	124.7	125.3	126.9	
Boatbuilding and repairing.....		19.5	19.5	21.3	23.8	24.2	23.3	21.9	21.2	20.1	19.9	18.0	17.5	19.2	21.0	
Railroad equipment.....		53.9	55.9	57.7	55.8	54.2	51.3	48.5	48.3	46.3	45.8	44.5	39.9	50.9	71.6	
Other transportation equipment.....		11.0	10.7	10.6	10.4	10.1	9.9	9.7	9.3	8.7	8.7	9.1	9.9	10.2	9.0	
Instruments and related products.....	352.1	349.9	343.4	339.2	339.2	332.5	329.6	328.7	325.2	320.7	320.2	318.8	316.9	315.2	337.9	
Laboratory, scientific, and engineering instruments.....		66.2	65.7	65.3	63.9	63.0	62.1	61.2	60.4	59.5	58.7	58.2	57.9	58.1	65.1	
Mechanical measuring and controlling instruments.....		90.8	94.9	94.3	94.6	90.5	80.6	80.3	88.5	86.0	85.6	85.5	84.7	83.9	90.9	
Optical instruments and lenses.....		15.4	15.8	15.3	15.0	15.1	15.3	15.3	15.1	15.0	15.0	15.0	14.0	14.0	13.9	
Surgical, medical, and dental instruments.....		44.0	42.8	42.0	43.5	42.9	42.7	42.4	42.3	42.3	42.1	41.4	41.3	41.5	42.0	
Ophthalmic goods.....		37.4	36.4	35.6	35.7	35.5	35.2	34.9	34.6	34.3	34.0	33.8	33.6	33.7	34.2	
Photographic apparatus.....		66.0	66.0	65.7	65.0	64.4	64.2	63.9	63.8	64.1	64.9	65.1	64.9	65.0	70.0	
Watches and clocks.....		33.1	31.8	31.0	31.5	31.1	30.5	30.7	30.5	29.5	29.9	29.8	29.9	28.4	30.8	
Miscellaneous manufacturing industries.....	516.9	517.4	501.2	485.2	476.8	471.0	466.2	457.8	447.0	450.3	448.0	448.0	459.6	459.9	490.0	
Jewelry, silverware, and plated ware.....		40.7	45.6	44.3	45.2	45.1	44.6	44.0	43.0	43.0	43.8	46.3	46.1	44.4	46.3	
Musical instruments and parts.....		19.1	18.4	15.5	15.7	17.6	17.7	17.7	17.6	17.3	17.3	17.4	17.1	16.4	15.2	
Toys and sporting goods.....		99.4	94.0	80.1	87.5	82.8	79.0	74.4	70.8	65.0	71.6	65.2	92.9	81.7	90.6	
Pens, pencils, other office supplies.....		62.1	31.6	31.1	30.8	30.4	30.4	30.0	29.1	29.0	29.4	29.9	29.9	30.7	32.0	
Costume jewelry, buttons, notions.....		62.4	62.5	59.4	59.5	58.4	58.0	58.7	60.0	62.6	60.0	60.0	58.2	58.2	60.9	
Fabricated plastics products.....		96.0	93.6	91.5	92.1	91.4	91.0	89.8	88.2	86.6	87.9	87.1	87.4	84.0	91.8	
Other manufacturing industries.....		160.7	155.5	152.8	154.4	151.1	150.3	149.6	147.1	144.3	145.3	151.2	149.4	144.5	150.0	
Nondurable goods																
Food and kindred products.....	1,530.0	1,619.6	1,630.0	1,516.0	1,479.2	1,417.3	1,399.9	1,383.3	1,377.5	1,384.5	1,438.6	1,458.5	1,555.4	1,476.4	1,809.8	
Meat products.....		297.7	311.0	306.3	305.5	302.9	295.5	300.2	300.7	304.3	312.2	313.4	313.1	307.0	326.2	
Dairy products.....		100.8	103.3	104.3	104.4	99.7	95.7	93.3	92.1	91.6	92.5	93.9	96.6	96.6	104.9	
Canning and preserving.....		351.3	350.3	353.7	353.2	353.6	353.6	353.6	353.6	353.6	353.6	353.6	353.6	353.6	353.6	
Grain-mill products.....		115.5	115.2	114.9	115.6	113.5	111.7	113.3	113.3	113.3	112.2	113.3	115.7	113.8	114.3	
Bakery products.....		289.2	290.0	286.8	284.6	281.8	281.4	280.8	280.5	280.3	282.3	283.9	285.9	284.3	287.2	
Sugar.....		29.2	27.7	26.2	25.9	25.0	25.7	25.7	25.6	30.5	41.0	40.0	42.8	31.4	31.4	
Confectionery and related products.....		77.5	73.6	68.3	71.0	68.6	69.7	70.4	73.0	74.3	79.0	82.0	81.9	73.7	77.5	
Beverages.....		219.7	220.3	217.9	216.4	205.6	202.6	202.6	199.6	196.1	196.2	202.5	208.6	209.0	209.0	
Miscellaneous food products.....		138.7	139.5	137.6	141.3	136.4	135.4	133.7	133.6	132.7	134.8	135.9	138.3	137.3	137.7	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1936												Annual average	
	Oct. ³	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	1936	1937
Manufacturing—Continued														
<i>Nondurable goods—Continued</i>														
Tobacco manufactures.....	106.2	108.3	99.9	77.8	79.9	79.2	79.9	82.0	86.4	88.9	98.3	93.5	104.1	90.4
Cigarettes.....	37.9	37.9	35.7	35.7	37.8	37.1	37.1	37.4	37.3	37.3	37.0	37.2	36.6	34.6
Cigars.....	37.1	26.8	25.7	20.7	27.1	27.2	27.2	27.2	27.4	27.3	28.7	29.1	26.1	32.6
Tobacco and snuff.....	6.7	6.8	6.8	6.9	6.7	6.6	6.6	6.4	6.4	6.4	6.9	6.5	6.5	6.6
Tobacco stemming and redrying.....	36.0	23.4	9.1	8.5	8.5	9.0	10.9	15.3	17.1	21.1	21.1	22.7	31.9	20.3
Textile-mill products.....	976.0	983.2	980.1	964.7	973.1	963.4	960.3	957.7	960.7	946.1	953.1	958.4	964.7	1,004.8
Scouring and combing plants.....	5.7	5.9	5.8	5.7	5.7	5.6	5.5	5.3	5.3	5.4	5.5	5.3	5.3	5.5
Yarn and thread mills.....	111.7	111.7	111.2	112.0	110.8	109.6	109.2	108.6	108.2	108.6	109.8	110.1	109.3	108.2
Broad-woven fabric mills.....	400.4	396.8	393.7	399.1	397.8	397.1	396.7	396.3	396.3	396.3	396.8	400.2	399.0	428.7
Narrow fabric and small wares.....	29.9	29.8	29.8	30.2	29.7	29.6	29.3	29.1	28.7	28.7	28.8	28.5	28.4	29.1
Knitting mills.....	230.3	230.6	221.3	224.9	220.2	216.0	212.8	206.3	203.6	210.1	215.6	217.1	217.0	214.5
Dyeing and finishing textiles.....	89.5	89.0	88.4	89.6	88.4	88.2	87.7	86.9	86.0	86.4	86.2	85.3	84.9	88.4
Carpets, rugs, other floor coverings.....	46.6	45.3	45.6	45.7	46.5	47.3	48.0	47.5	46.7	46.3	45.9	45.3	44.8	51.5
Hats (except cloth and millinery).....	10.2	10.3	9.8	10.2	10.1	9.8	10.0	10.2	10.0	9.9	10.2	9.8	10.1	10.6
Miscellaneous textile goods.....	88.9	87.5	87.1	87.7	86.6	87.0	86.9	86.2	85.2	86.9	86.6	86.4	85.9	86.8
Apparel and other finished textile products.....	1,231.3	1,238.5	1,234.7	1,178.6	1,200.2	1,185.6	1,183.7	1,214.2	1,207.3	1,180.4	1,183.8	1,183.2	1,181.2	1,190.6
Men's and boys' suits and coats.....	113.5	113.5	104.6	112.3	110.6	100.2	110.6	100.7	100.1	100.0	100.0	106.2	106.4	117.6
Men's and boys' furnishings and work clothing.....	351.3	348.7	339.0	340.5	333.0	328.9	327.8	322.3	318.9	316.4	318.0	317.4	311.5	316.5
Women's outerwear.....	343.0	346.8	332.5	336.7	338.9	332.3	330.4	326.0	324.7	324.6	324.2	328.0	329.7	352.1
Women's, children's undergarments.....	123.5	120.6	112.7	116.8	116.1	117.7	118.1	117.2	116.8	116.8	118.7	117.5	114.1	119.6
Millinery.....	18.6	19.6	18.6	13.7	14.0	17.0	22.8	23.5	20.6	18.6	16.8	19.9	17.9	18.7
Children's outerwear.....	74.4	76.4	74.5	76.8	73.7	71.2	73.1	77.5	76.1	73.5	74.8	73.6	73.6	74.0
Fur goods.....	8.9	8.4	10.0	9.9	9.3	8.7	9.0	8.7	9.4	10.5	12.0	12.0	10.7	10.4
Miscellaneous apparel and accessories.....	64.3	62.9	57.7	60.7	58.5	58.5	58.7	58.0	56.1	58.1	59.9	60.3	56.7	59.2
Other fabricated textile products.....	141.4	135.8	131.0	131.8	131.5	134.3	133.0	130.5	132.0	134.2	135.1	133.0	125.0	130.3
Paper and allied products.....	569.5	570.7	566.2	561.3	565.0	556.2	553.1	550.6	549.6	548.8	551.0	553.7	553.8	560.3
Pulp, paper, and paperboard mills.....	277.7	277.7	276.9	277.9	272.6	270.9	269.3	270.1	270.3	270.2	271.4	270.7	269.4	277.4
Paperboard containers and boxes.....	187.4	184.6	181.7	183.8	181.1	180.4	180.1	180.1	180.2	182.5	184.3	184.1	184.6	185.3
Other paper and allied products.....	135.6	133.9	132.7	133.3	132.5	131.8	131.2	129.6	128.4	128.3	128.3	128.0	128.1	132.6
Printing, publishing, and allied industries.....	882.4	880.6	871.0	864.2	862.8	859.1	858.0	857.8	853.2	851.3	857.4	856.8	858.2	857.9
Newspapers.....	325.8	324.7	323.6	320.2	320.4	319.0	317.9	317.1	316.4	316.1	318.8	318.2	316.4	315.0
Periodicals.....	63.5	61.7	60.9	60.6	60.9	61.6	62.0	61.8	61.9	61.7	62.6	63.0	61.8	61.7
Books.....	59.6	58.9	57.1	57.1	57.2	57.5	56.7	56.4	56.2	56.1	55.9	55.3	55.0	55.5
Commercial printing.....	227.1	223.2	222.9	220.6	220.4	221.7	222.5	220.3	220.6	220.6	219.9	221.5	220.7	223.9
Lithographing.....	67.3	66.2	65.6	66.0	66.2	66.1	65.9	65.3	65.1	66.8	66.4	66.2	65.7	66.7
Greeting cards.....	22.1	21.8	20.9	20.8	20.0	18.9	19.0	19.7	19.6	20.5	21.9	22.4	20.6	19.5
Bookbinding and related industries.....	47.6	47.2	45.8	46.0	46.1	46.0	45.3	44.6	44.2	44.4	44.0	44.2	44.8	46.1
Miscellaneous publishing and printing services.....	67.6	67.8	68.0	67.7	67.9	67.9	68.5	68.0	67.4	67.4	67.6	67.6	68.4	69.5
Chemicals and allied products.....	859.5	859.6	854.2	847.8	843.2	846.4	846.4	837.7	827.9	823.5	823.7	822.7	825.1	844.8
Industrial inorganic chemicals.....	104.4	104.1	103.6	102.2	101.6	101.4	101.1	100.7	100.8	99.9	100.5	100.0	102.2	108.2
Industrial organic chemicals.....	332.5	332.8	330.2	329.7	322.2	319.9	317.7	314.9	313.0	312.8	312.2	311.5	310.6	323.6
Drugs and medicines.....	105.0	104.9	104.8	103.2	101.4	103.6	104.0	103.6	103.4	103.0	102.7	102.7	102.9	100.0
S soap, cleaning and polishing preparations.....	51.7	51.6	51.0	50.9	50.6	50.7	50.4	50.3	50.2	50.3	50.5	50.9	49.3	50.0
Paints, pigments, and fillers.....	75.7	76.6	76.2	75.9	75.7	74.8	74.1	73.7	73.8	73.7	73.7	73.5	73.0	75.4
Gum and wood chemicals.....	7.6	7.7	7.8	7.5	7.7	7.6	7.6	7.5	7.5	7.6	7.6	7.6	7.8	8.8
Fertilizers.....	35.1	32.4	31.6	34.1	45.6	46.4	41.9	36.7	35.2	33.2	32.0	34.1	36.6	35.8
Vegetable and animal oils and fats.....	41.8	38.0	37.3	37.6	37.7	38.8	39.2	39.9	40.5	41.7	42.9	42.8	38.5	40.5
Miscellaneous chemicals.....	106.0	106.1	105.3	105.1	103.9	103.2	101.7	100.6	99.1	101.8	101.7	101.7	101.0	102.8
Products of petroleum and coal.....	230.0	231.5	229.9	237.5	238.3	237.2	236.6	236.4	227.2	232.3	233.6	233.1	233.1	249.5
Petroleum refining.....	186.2	183.2	180.3	190.2	189.6	188.9	188.9	189.0	181.5	186.6	187.5	188.5	189.0	199.1
Coke, other petroleum and coal products.....	46.3	46.7	48.2	48.1	47.7	47.7	47.4	47.4	45.7	45.7	46.1	46.6	47.1	50.4
Rubber products.....	273.9	273.6	264.7	264.0	255.8	231.9	237.0	260.8	238.4	238.8	237.2	235.7	244.6	268.3
Tires and inner tubes.....	107.2	105.4	108.7	97.0	79.5	93.1	104.4	102.7	103.8	103.4	102.1	101.0	100.8	110.0
Rubber footwear.....	23.2	22.7	22.5	22.3	21.8	17.2	21.4	21.3	21.2	21.2	21.2	21.2	20.9	21.9
Other rubber products.....	143.2	136.6	134.8	136.5	130.6	126.7	133.0	134.4	133.8	132.6	130.4	130.4	122.0	133.8
Leather and leather products.....	373.0	376.5	379.7	375.1	374.4	365.4	364.5	371.5	373.1	369.3	368.3	364.9	354.2	357.2
Leather: tanned, curried, and finished.....	36.9	37.1	36.9	37.4	37.3	37.4	37.4	37.7	38.1	38.3	38.4	38.2	37.9	40.7
Industrial leather belting and packing.....	5.2	5.2	5.0	5.1	5.0	4.8	4.7	4.7	4.7	4.6	4.5	4.4	4.3	4.6
Boot and shoe cut stock and findings.....	18.9	19.5	19.6	19.9	19.2	19.5	19.0	19.4	19.4	19.7	19.5	18.6	17.5	18.2
Footwear (except rubber).....	249.1	253.3	252.2	252.2	245.9	244.6	249.1	250.7	249.0	247.2	248.6	246.0	239.0	243.8
Luggage.....	16.1	15.7	15.6	15.3	15.3	15.3	15.3	14.8	14.8	14.5	14.5	14.0	14.0	14.6
Handbags and small leather goods.....	33.3	32.2	30.2	28.8	27.5	28.8	31.5	31.5	31.5	31.5	31.5	31.5	31.5	30.1
Gloves and miscellaneous leather goods.....	17.0	16.7	15.7	15.7	15.2	14.6	14.3	13.6	12.4	13.5	14.6	15.0	14.0	16.2

See footnotes at end of table

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

	1959														1958		Annual average	
Industry	Oct. ²	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957			
Transportation and public utilities.....	3,903	3,922	3,922	3,949	3,944	3,914	3,879	3,865	3,835	3,836	3,881	3,885	3,897	3,903	4,151			
Transportation.....	2,557	2,566	2,562	2,589	2,602	2,576	2,542	2,531	2,499	2,498	2,538	2,536	2,546	2,531	2,741			
Interstate railroads.....	906.1	928.4	960.4	967.8	966.4	967.8	942.9	936.4	930.9	928.5	952.0	951.0	961.0	963.6	1,123.4			
Class I railroads.....	797.2	819.6	846.2	850.3	850.9	839.9	824.9	817.3	811.8	810.7	824.0	831.1	841.5	840.8	984.8			
Local railroads and buslines.....	91.9	92.0	92.3	92.5	92.2	92.2	92.2	92.6	93.0	94.0	94.2	94.1	96.4	103.6	103.6			
Trucking and warehousing.....	879.3	854.7	855.7	853.9	840.5	828.2	823.4	827.4	810.2	802.5	830.0	822.6	811.2	792.5	812.3			
Other transportation and services.....	688.6	687.2	680.1	687.6	686.5	679.0	678.9	664.2	673.9	662.4	668.8	670.9	678.2	701.8	701.8			
Business, except local.....	41.6	42.2	42.3	41.2	40.5	38.9	38.6	38.9	40.3	39.9	40.3	41.3	41.7	42.9	42.9			
Air transportation (common carrier).....	149.5	148.0	146.6	145.4	143.3	142.8	141.7	140.1	140.6	124.6	134.0	141.1	140.3	144.6	144.6			
Pipeline transportation (except natural gas).....	25.3	25.6	25.0	25.6	25.0	24.9	25.0	24.9	25.0	25.1	25.2	25.4	25.8	26.4	26.4			
Communication.....	747	748	748	744	742	742	742	743	744	747	741	752	771	810	810			
Telephone.....	709.7	710.8	711.7	705.7	704.0	704.3	704.0	705.0	706.0	709.1	712.6	713.7	732.4	768.2	768.2			
Telegraph.....	87.2	86.8	87.2	87.3	87.3	87.9	87.9	87.9	87.9	87.9	87.9	87.9	87.9	87.9	87.9			
Other public utilities.....	599	608	612	610	598	596	595	592	593	594	596	598	599	601	600			
Gas and electric utilities.....	584.6	588.2	585.7	574.7	573.1	571.8	568.9	570.6	571.5	573.8	575.2	576.5	578.5	577.2	577.2			
Electric light and power utilities.....	258.3	260.2	259.4	258.2	254.9	254.3	252.5	254.1	254.3	254.9	255.8	256.6	258.3	258.7	258.7			
Gas utilities.....	155.3	156.6	156.3	154.6	152.0	151.5	150.5	150.5	150.5	151.5	151.5	151.5	151.5	149.0	149.0			
Electric light and gas utilities combined.....	171.0	171.4	170.0	161.9	166.2	166.0	165.6	166.0	166.4	167.4	167.9	168.1	168.7	169.5	169.5			
Local utilities, not elsewhere classified.....	23.7	24.0	23.9	23.6	23.2	23.1	22.8	22.4	22.5	22.5	22.7	22.9	22.9	23.0	23.0			
Wholesale and retail trade.....	11,573	11,469	11,360	11,324	11,352	11,234	11,136	11,053	10,990	11,052	11,976	11,382	11,225	11,141	11,302			
Wholesale trade.....	3,120	3,092	3,081	3,069	3,054	3,026	3,024	3,019	3,025	3,028	3,065	3,052	3,039	3,013	3,065			
Wholesalers, full-service and limited-function.....	1,841.9	1,836.0	1,820.6	1,813.2	1,790.9	1,784.0	1,777.5	1,775.7	1,775.2	1,801.0	1,791.2	1,776.6	1,782.0	1,772.1	1,772.1			
Automotive.....	138.5	139.2	137.3	135.7	133.1	131.5	130.8	130.1	129.5	129.1	128.8	127.9	126.5	123.3	123.3			
Groceries, food specialties, beer, wines, and liquors.....	306.7	305.3	305.6	306.6	304.5	305.6	306.3	308.3	307.4	312.6	311.9	307.7	303.1	303.4	303.4			
Electrical goods, machinery, hardware, and plumbing equipment.....	452.3	453.8	452.0	449.2	443.1	442.0	439.8	438.5	438.9	440.8	439.7	438.2	439.2	437.1	437.1			
Other full-service and limited-function wholesalers.....	944.4	937.7	925.5	921.7	910.2	904.9	900.6	898.5	899.4	918.8	910.8	902.8	883.2	888.3	888.3			
Wholesale distributors, other.....	1,249.9	1,245.2	1,248.0	1,240.9	1,235.2	1,240.1	1,241.3	1,240.0	1,252.6	1,264.4	1,261.0	1,262.8	1,261.2	1,263.1	1,263.1			
Retail trade.....	8,453	8,377	8,279	8,255	8,208	8,112	8,064	7,965	8,024	8,911	8,330	8,186	8,128	8,237	8,237			
General merchandise stores.....	1,627.5	1,466.0	1,407.6	1,396.7	1,422.4	1,415.7	1,388.4	1,388.3	1,348.9	1,307.2	1,942.0	1,575.3	1,473.8	1,457.1	1,457.1			
Department stores and general multi-order houses.....	932.4	905.5	808.7	813.2	805.9	808.0	800.0	807.0	808.9	1,290.1	1,022.7	946.1	928.1	944.4	944.4			
Other general merchandise stores.....	533.6	502.1	498.0	509.2	609.8	495.4	498.3	478.9	488.3	682.5	552.6	527.7	508.7	512.7	512.7			
Food and liquor stores.....	1,624.1	1,614.5	1,600.3	1,616.6	1,610.6	1,604.5	1,599.0	1,597.9	1,610.8	1,629.5	1,610.8	1,597.3	1,598.8	1,573.9	1,573.9			
Grocery, meat, and vegetable markets.....	1,176.0	1,161.9	1,158.4	1,173.4	1,172.0	1,167.9	1,163.1	1,162.0	1,152.0	1,179.0	1,168.6	1,156.4	1,140.4	1,106.9	1,106.9			
Dairy product stores and dealers.....	226.5	230.6	231.0	228.1	224.1	222.6	219.1	218.5	218.8	220.0	221.0	222.4	227.4	234.4	234.4			
Other food and liquor stores.....	212.0	211.7	210.9	215.1	214.5	214.0	214.8	217.4	211.7	229.9	221.2	218.5	222.0	232.7	232.7			
Automotive and accessories dealers.....	802.4	799.5	800.6	798.9	788.1	782.0	771.7	768.1	766.3	781.2	763.0	754.5	764.5	804.2	804.2			
Apparel and accessories stores.....	620.9	603.3	598.8	572.1	562.2	566.0	584.5	597.0	582.0	717.2	619.3	602.5	602.7	604.6	604.6			
Other retail trade.....	3,578.2	3,500.3	3,397.6	3,387.0	3,360.8	3,277.7	3,172.3	3,107.8	3,086.0	3,696.2	3,440.1	3,375.3	3,325.4	3,296.8	3,296.8			
Furniture and appliances stores.....	395.9	390.7	389.5	387.8	388.0	386.3	387.7	389.0	390.8	410.7	397.2	392.4	390.2	394.8	394.8			
Drug stores.....	389.2	385.7	384.4	375.5	369.3	364.1	359.4	359.6	357.9	393.7	390.1	385.0	385.6	384.7	384.7			
Finance, insurance, and real estate.....	2,445	2,457	2,474	2,475	2,442	2,413	2,463	2,386	2,371	2,363	2,373	2,374	2,380	2,374	2,348			
Banks and trust companies.....	646.1	651.1	649.8	638.4	659.1	628.2	626.1	622.4	618.9	618.6	616.6	615.6	615.3	602.8	602.8			
Security dealers and exchanges.....	97.5	98.0	97.4	95.1	94.0	92.9	91.4	89.9	87.1	86.8	85.9	85.2	84.6	83.8	83.8			
Insurance carriers and agents.....	910.3	915.4	914.1	902.4	896.1	896.3	896.2	893.2	891.0	892.3	892.3	894.2	895.0	889.6	889.6			
Other finance agencies and real estate.....	803.4	809.8	813.4	806.5	794.1	785.1	772.4	765.0	763.8	775.9	778.9	785.0	779.5	792.0	792.0			
Service and miscellaneous.....	6,601	6,610	6,582	6,603	6,623	6,583	6,511	6,377	6,333	6,314	6,384	6,426	6,463	6,395	6,336			
Hotels and lodging places.....	520.2	602.7	602.6	532.7	504.1	494.1	469.3	456.5	460.9	467.6	473.6	478.6	511.3	531.0	531.0			
Personal services.....	313.0	315.8	317.5	316.9	311.6	307.9	305.3	304.3	306.5	307.3	309.0	311.0	312.7	326.3	326.3			
Laundries.....	169.1	165.6	169.3	176.0	175.7	170.8	166.8	164.6	165.9	166.9	168.3	169.8	167.4	169.8	169.8			
Cleaning and dyeing plants.....	194.9	195.9	192.9	191.1	190.1	180.2	180.9	177.9	176.9	179.2	183.1	191.3	189.8	204.1	204.1			
Motion pictures.....	194.9	195.9	192.9	191.1	190.1	180.2	180.9	177.9	176.9	179.2	183.1	191.3	189.8	204.1	204.1			
Government.....	8,321	8,167	7,813	7,837	8,065	8,116	8,111	8,093	8,066	8,024	8,373	8,074	8,040	7,893	7,626			
Federal.....	2,156	2,164	2,183	2,180	2,183	2,159	2,162	2,157	2,155	2,157	2,487	2,172	2,173	2,191	2,217			
Executive.....	1,138.1	1,167.9	1,149.1	1,119.1	1,136.8	1,135.5	1,131.7	1,125.5	1,116.2	1,117.4	1,517.4	1,517.6	1,517.1	1,470.8	1,352.9			
Department of Defense.....	534.4	541.5	549.6	547.3	542.7	541.5	540.6	539.3	535.0	540.0	861.0	842.7	838.8	826.2	826.2			
Post Office Department.....	650.6	651.3	649.4	647.3	645.3	647.8	642.6	639.3	635.4	640.9	641.2	643.8	641.1	631.5	631.5			
Other agencies.....	22.7	22.7	22.7	22.8	22.4	22.8	22.2	22.4	22.3	22.3	22.0	22.1	22.1	22.1	22.1			
Legislative.....	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.8	4.7	4.7			
Judicial.....	6,165	6,003	5,630	5,647	5,880	5,957	5,949	5,936	5,911	5,897	8,866	8,902	8,867	8,702	8,409			
State and local.....	1,138.1	1,167.9	1,149.1	1,119.1	1,136.8	1,135.5	1,131.7	1,125.5	1,116.2	1,117.4	1,517.4	1,517.6	1,517.1	1,470.8	1,352.9			
State.....	4,484.7	4,162.4	4,166.7	4,390.7	4,419.9	4,414.2	4,404.6	4,385.7	4,350.6	4,368.1	4,394.1	4,394.1	4,394.1	4,231.1	4,025.7			
Local.....	2,754.1	2,330.0	2,335.5	2,617.5	2,772.6	2,774.8	2,774.2	2,771.4	2,735.5	2,742.5	2,742.5	2,742.5	2,716.7	2,653.7	2,401.8			
Education.....	3,248.7	3,300.3	3,311.3	3,262.3	3,184.1	3,174.6	3,162.1	3,139.8	3,131.3	3,143.6	3,159.1	3,150.1	3,138.2	3,068.8	3,068.8			
Other.....	3,248.7	3,300.3	3,311.3	3,262.3	3,184.1	3,174.6	3,162.1	3,139.8	3,131.3	3,143.6	3,159.1	3,150.1	3,138.2	3,068.8	3,068.8			

¹ Beginning with the August 1958 issue, figures for 1956-58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

³ Data relate to civilian employees who worked on, or received pay for, the last day of the month.

⁴ State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which is prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

(In thousands)

Industry	1959												1958		Annual average	
	Oct. ¹	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957	
Mining		478	494	562	565	555	547	542	547	557	566	563	560	572	664	
Metal		33.2	45.1	80.1	80.9	80.0	70.4	77.2	77.4	77.6	76.9	77.0	73.8	70.5	94.4	
Iron		5.0	6.0	30.2	30.5	30.2	20.3	27.9	26.6	26.4	25.8	26.7	27.3	28.1	33.9	
Copper		6.1	14.4	25.3	25.6	25.2	25.1	24.0	23.2	25.1	25.0	24.4	22.5	22.4	27.3	
Lead and zinc		9.3	10.4	10.2	10.2	10.0	9.9	10.1	10.2	10.3	10.2	9.7	8.6	10.5	14.1	
Anthracite		13.9	13.8	15.5	13.6	13.3	13.5	14.6	16.2	17.6	17.8	17.7	17.5	18.5	26.4	
Bituminous coal		119.3	118.6	122.5	128.5	137.2	156.0	160.4	167.9	171.4	171.4	169.5	168.3	172.9	208.4	
Crude-petroleum and natural-gas production		215.7	219.0	218.6	216.8	210.0	205.9	203.1	201.1	205.6	209.7	205.8	203.7	211.1	238.0	
Petroleum and natural-gas production (except contract services)		107.8	109.3	108.4	107.3	104.7	105.0	105.1	105.4	106.3	108.0	108.1	106.3	112.9	122.6	
Nonmetallic mining and quarrying		96.2	97.2	95.5	95.0	94.5	91.8	87.1	84.2	85.1	89.7	93.4	94.8	91.9	96.3	
Contract construction		2,640	2,699	2,632	2,583	2,441	2,275	2,443	1,889	1,975	2,115	2,407	2,508	2,378	2,442	
Nonbuilding construction		564	606	606	604	570	493	398	347	366	434	591	591	497	515	
Highway and street construction		303.6	320.1	315.6	307.2	283.2	228.6	169.8	140.6	151.8	162.9	201.8	202.3	201.8	228.8	
Other nonbuilding construction		280.5	285.6	290.1	297.2	286.8	264.0	228.4	206.8	214.0	241.1	390.8	287.5	263.1	288.5	
Building construction		2,056	2,093	2,026	1,979	1,871	1,782	1,645	1,542	1,609	1,681	1,875	1,928	1,781	1,927	
General contractors		730.0	750.9	737.2	724.3	679.5	647.9	652.5	535.0	562.3	589.0	680.6	696.5	658.1	772.6	
Special-trade contractors		1,326.4	1,342.4	1,288.4	1,254.6	1,191.1	1,134.5	1,062.8	1,006.6	1,046.5	1,092.0	1,194.2	1,239.9	1,122.6	1,154.1	
Plumbing and heating		270.5	271.9	264.6	255.2	248.2	244.3	235.5	230.7	238.7	250.9	257.6	265.9	247.0	265.9	
Painting and decorating		219.0	225.4	218.3	197.2	180.3	155.8	136.0	124.6	130.9	146.9	164.4	172.2	183.3	190.1	
Electrical work		148.1	147.9	142.8	140.7	134.2	127.2	125.0	130.5	135.4	141.4	143.8	148.4	138.2	151.7	
Other special-trade contractors		688.8	697.2	662.7	660.5	628.4	607.1	565.0	520.8	541.5	552.8	628.4	643.5	584.1	686.4	
Manufacturing		12,191	12,367	12,173	12,433	12,534	12,299	12,167	12,117	11,937	11,855	11,939	11,961	11,721	11,458	
Durable goods		6,768	6,855	6,679	7,161	7,248	7,130	7,023	6,937	6,794	6,739	6,740	6,742	6,421	6,607	
Nondurable goods		5,423	5,532	5,494	5,272	5,276	5,160	5,142	5,180	5,143	5,116	5,190	5,239	5,300	5,181	
Durable goods																
Ordnance and accessories		73.6	73.7	71.1	72.2	72.9	73.0	73.4	73.6	72.0	72.9	72.8	71.4	66.6	68.4	
Lumber and wood products (except furniture)		613.6	623.6	628.4	627.0	623.8	593.8	598.1	551.5	536.7	547.0	564.7	570.4	564.4	558.5	
Logging camps and contractors		105.8	107.8	108.6	105.2	86.6	77.2	70.0	60.5	75.3	83.3	90.0	84.2	89.1	80.1	
Sawmills and planing mills		304.1	305.2	302.2	302.4	293.5	285.4	276.8	273.6	274.9	282.0	289.6	287.5	283.6	303.8	
Millwork, plywood, and prefabricated structural wood products		123.7	125.5	125.4	124.1	120.0	115.2	110.1	107.4	109.5	111.9	112.3	114.0	106.6	108.3	
Wooden containers		39.6	39.4	41.0	41.8	41.2	40.6	40.2	39.5	40.4	40.8	40.9	41.8	40.6	45.5	
Miscellaneous wood products		50.4	50.5	49.8	50.3	49.5	49.7	48.4	47.4	46.9	46.7	46.7	46.0	46.0	50.9	
Furniture and fixtures		328.4	328.9	319.5	320.7	317.7	316.5	315.8	315.1	312.6	308.6	312.3	297.3	297.3	314.2	
Household furniture		245.5	242.2	237.9	238.0	237.7	237.7	237.6	237.4	234.6	230.0	233.6	234.4	230.1	228.9	
Office, public building, and professional furniture		37.8	37.7	35.9	36.0	34.8	34.8	34.9	34.6	34.6	34.9	35.2	35.0	34.2	38.2	
Partitions, shelving, lockers, and fixtures		24.9	24.6	26.8	26.7	25.7	25.1	24.6	25.0	25.3	25.7	25.6	25.8	25.6	28.4	
Screens, blinds, and miscellaneous furniture and fixtures		20.2	19.4	18.9	20.0	19.5	18.9	18.7	18.1	18.1	18.0	17.9	18.0	17.4	18.7	
Stone, clay, and glass products		455.2	467.7	468.3	463.5	465.8	443.3	432.5	412.9	411.3	421.9	426.2	422.3	417.8	456.0	
Flat glass		30.4	29.9	28.8	29.2	29.3	29.8	29.8	29.5	19.9	19.7	18.8	12.1	23.5	30.9	
Glass and glassware, pressed or blown		87.8	87.4	85.7	88.1	85.8	83.8	82.2	80.3	79.0	81.3	82.1	83.2	80.5	83.4	
Glass products made of purchased glass		15.5	15.0	14.8	14.8	14.6	14.8	15.2	14.6	14.4	14.8	14.3	14.2	13.3	15.0	
Cement, hydraulic		33.7	36.3	35.0	35.8	35.2	34.7	33.3	31.5	32.3	34.4	35.0	35.4	34.6	35.0	
Structural clay products		67.3	68.7	68.5	68.4	66.3	64.5	61.2	59.0	60.4	64.4	65.5	66.2	63.4	70.3	
Pottery and related products		43.3	42.8	42.4	42.4	40.3	39.6	39.3	38.5	38.3	38.7	38.9	38.4	37.6	43.3	
Concrete, gypsum, and plaster products		101.0	101.7	99.9	99.2	95.8	92.4	87.5	85.8	85.2	87.8	90.3	91.7	86.9	90.6	
Cut-stone and stone products		16.0	16.1	15.9	15.7	15.6	15.2	15.4	15.3	15.4	15.8	16.0	16.4	15.7	18.5	
Miscellaneous nonmetallic mineral products		70.7	70.4	71.5	72.2	70.9	69.4	68.6	67.1	65.4	65.5	65.3	64.7	62.3	71.0	
Primary metal industries		583.2	609.2	628.0	1,038.4	1,065.5	1,051.8	1,037.4	1,014.7	979.3	952.3	943.4	929.8	898.6	891.0	
Blast furnaces, steel works, and rolling mills		122.7	132.4	521.2	542.1	536.8	529.2	515.2	489.4	468.6	464.4	459.3	457.1	435.8	537.0	
Iron and steel foundries		195.7	194.1	197.7	199.8	195.9	194.3	189.6	184.4	180.5	178.2	174.2	168.6	164.4	201.6	
Primary smelting and refining of nonferrous metals		33.3	43.2	44.5	44.1	42.8	42.1	42.5	42.5	42.5	42.8	41.9	41.1	43.2	53.5	
Secondary smelting and refining of nonferrous metals		8.8	9.4	9.4	9.4	9.3	9.1	9.0	8.9	8.9	8.7	8.7	8.4	8.2	9.8	
Rolling, drawing, and alloying of nonferrous metals		89.8	89.8	92.2	92.7	91.6	89.1	85.7	84.8	84.9	84.5	83.6	81.9	80.6	89.2	
Nonferrous foundries		54.3	52.9	52.5	53.4	53.0	52.8	52.3	51.6	51.2	50.8	50.3	47.6	46.4	58.6	
Miscellaneous primary metal industries		104.6	106.2	120.9	124.0	122.4	120.8	119.4	117.7	115.7	113.7	111.8	104.0	108.4	131.9	
Fabricated metal products (except ordnance, machinery, and transportation equipment)		809.0	840.7	815.2	848.9	865.8	852.5	839.5	829.2	816.7	819.6	834.3	827.1	791.2	766.8	
Tin cans and other tinware		57.7	56.6	55.0	55.4	53.4	51.4	49.6	49.3	48.2	47.8	50.6	51.7	50.6	61.4	
Cutlery, handtools, and hardware		109.9	106.3	104.4	108.4	107.6	106.8	108.1	107.6	108.6	109.0	107.0	87.6	100.1	115.5	
Heating apparatus (except electric) and plumbers' supplies		93.9	92.9	89.2	91.5	90.0	88.8	88.6	86.7	85.5	82.4	86.1	87.8	83.3	83.9	
Fabricated structural metal products		189.8	185.6	221.5	220.7	215.2	210.9	204.8	203.0	206.1	211.7	214.7	216.9	220.0	241.8	
Metal stamping, coating, and engraving		195.5	177.1	186.0	191.5	190.1	187.1	187.0	182.4	180.1	180.5	183.1	166.2	169.4	201.3	
Lighting fixtures		40.5	38.2	36.9	38.2	38.4	38.3	37.9	37.4	37.4	37.6	37.5	32.8	34.2	40.8	
Fabricated wire products		43.7	41.9	44.9	46.5	45.5	46.6	46.3	45.4	45.4	44.9	45.1	44.4	41.7	47.9	
Miscellaneous fabricated metal products		109.7	106.6	109.0	113.6	111.3	109.6	107.2	104.9	104.9	104.4	103.0	100.8	96.8	109.9	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]																
Industry	1959												1958		Annual average	
	Oct. ²	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957	
Manufacturing—Continued																
Durable goods—Continued																
Machinery (except electrical).....	1,152.9	1,100.5	1,137.7	1,149.4	1,167.0	1,182.6	1,126.2	1,112.9	1,080.7	1,067.3	1,038.2	1,020.1	1,004.5	1,039.3	1,285.7	
Engines and turbines.....	67.0	65.2	66.4	66.4	67.5	76.2	64.2	64.4	63.5	62.3	61.5	61.6	56.9	60.7	66.3	
Agricultural machinery and tractors.....	119.7	111.8	124.6	127.1	126.7	126.7	117.1	115.3	110.5	91.7	84.0	83.1	96.9	94.7	105.7	
Construction and mining machinery.....	91.8	90.7	94.1	94.1	95.5	93.5	90.1	88.8	86.6	84.9	81.9	70.2	77.3	82.4	106.4	
Metalworking machinery.....	183.5	176.1	175.5	176.3	174.0	171.7	171.7	168.6	163.6	159.9	157.8	155.0	149.1	162.1	218.2	
Special-industry machinery (except metalworking machinery).....	119.3	116.3	114.9	115.6	113.1	112.0	111.1	109.5	107.7	107.0	106.2	105.0	108.5	123.9	123.9	
General industrial machinery.....	146.6	146.5	143.1	143.3	143.1	138.4	135.4	134.3	134.4	133.7	132.9	131.7	131.7	138.1	166.3	
Office and store machines and devices.....	50.8	58.6	57.7	59.2	59.2	59.4	59.1	58.7	58.0	57.8	58.4	58.5	57.7	54.0	99.2	
Service-industry and household machines.....	138.0	138.0	138.3	141.1	140.2	138.7	138.5	136.1	132.7	129.0	125.7	125.7	121.4	123.2	141.2	
Miscellaneous machinery parts.....	212.8	204.5	204.8	210.4	207.0	204.9	202.1	197.6	195.9	194.9	190.9	190.9	178.5	185.6	221.2	
Electrical machinery.....	900.9	891.8	849.6	835.9	832.5	814.2	802.5	795.4	795.5	791.3	788.9	788.2	746.0	750.1	857.7	
Electrical generating, transmission, distribution, and industrial apparatus.....	287.1	281.3	277.8	277.9	272.1	272.1	265.1	261.4	250.4	261.9	258.3	253.9	237.7	247.8	288.4	
Electrical appliances.....	30.1	28.4	27.3	27.3	27.5	27.8	27.2	27.0	26.2	26.2	26.8	27.9	26.3	25.4	31.2	
Insulated wire and cable.....	21.6	21.1	20.4	20.4	21.4	21.5	21.7	21.5	21.6	21.9	21.7	21.3	20.9	19.3	20.9	
Electrical equipment for vehicles.....	57.1	45.7	52.9	54.3	54.3	53.6	55.5	55.4	55.3	51.3	50.8	53.1	35.9	47.0	50.3	
Electric lamps.....	24.8	24.0	23.8	23.7	23.2	22.9	22.5	22.5	22.4	22.4	22.3	22.1	21.8	22.5	26.1	
Communication equipment.....	432.6	412.8	397.9	391.8	380.4	375.2	375.9	375.9	373.4	373.4	373.1	376.7	372.0	355.4	395.8	
Miscellaneous electrical products.....	28.5	36.3	35.8	35.9	34.9	34.8	34.7	33.4	34.2	34.2	33.9	34.2	31.4	32.7	36.0	
Transportation equipment.....	1,201.4	1,203.9	1,132.0	1,207.4	1,224.0	1,232.9	1,229.0	1,225.6	1,203.3	1,215.6	1,207.6	1,190.0	991.5	1,124.0	1,283.6	
Motor vehicles and equipment.....	601.4	519.7	598.3	598.1	599.6	594.3	591.1	567.8	580.5	596.8	554.1	557.8	480.0	630.1	630.1	
Aircraft and parts.....	445.7	444.5	448.6	451.3	455.5	463.5	469.0	473.2	474.0	482.9	483.7	480.8	479.3	563.6	563.6	
Aircraft.....	263.3	263.7	264.8	265.0	273.6	270.8	268.9	287.6	287.6	292.4	292.4	293.3	291.0	291.5	340.9	
Aircraft engines and parts.....	55.5	53.7	55.4	56.8	57.0	57.5	58.1	58.7	58.4	60.6	60.6	60.5	60.3	80.9	111.3	
Aircraft propellers and parts.....	8.9	8.9	9.2	9.3	9.3	9.4	9.4	9.8	9.6	9.6	10.2	10.1	10.4	12.2	13.9	
Other aircraft parts and equipment.....	88.0	88.2	88.2	89.2	88.2	86.8	87.2	87.3	88.3	87.7	89.8	89.1	85.7	97.5	97.5	
Ship and boat building and repairing.....	108.9	116.5	120.5	124.3	126.4	125.5	122.7	120.1	121.2	118.6	122.4	118.4	121.4	127.2	127.2	
Shipbuilding and repairing.....	92.1	100.1	102.3	103.5	105.2	104.7	103.8	101.7	103.9	101.6	106.4	103.7	105.1	108.5	108.5	
Boatbuilding and repairing.....	16.8	16.4	18.2	20.8	21.2	20.8	18.9	18.4	17.3	17.0	16.0	14.7	16.3	18.7	18.7	
Railroad equipment.....	38.8	42.3	43.2	41.7	40.1	37.6	34.8	34.7	32.6	32.1	30.7	26.1	36.1	54.7	54.7	
Other transportation equipment.....	9.1	9.0	8.8	8.6	8.3	8.1	8.0	7.5	6.9	7.2	8.1	8.4	7.2	8.0	8.0	
Instruments and related products.....	232.3	230.2	224.0	220.8	223.5	218.6	215.9	215.9	212.6	206.1	206.6	209.0	207.2	203.3	226.2	
Laboratory, scientific and engineering instruments.....	36.0	35.1	35.5	35.0	34.7	34.1	33.5	32.9	32.5	32.1	32.0	31.7	31.8	36.6	36.6	
Mechanical measuring and controlling instruments.....	65.0	63.5	62.9	63.9	60.5	59.8	60.9	59.3	58.3	57.2	57.2	57.5	56.8	63.8	62.1	
Optical instruments and lenses.....	11.2	10.8	10.3	10.1	10.2	10.4	10.3	10.2	10.1	10.0	10.0	10.0	9.6	9.4	10.3	
Surgical, medical, and dental instruments.....	29.5	28.4	27.7	29.4	28.8	28.4	28.1	27.9	27.6	27.7	27.0	27.0	27.3	28.9	28.9	
Ophthalmic goods.....	21.8	20.9	20.1	20.2	20.0	19.7	19.5	19.2	19.0	18.8	18.5	18.2	18.4	19.6	19.6	
Costume jewelry, buttons, notions.....	39.9	39.7	39.5	39.3	38.8	38.5	38.4	38.3	38.7	39.6	39.6	39.6	39.7	43.7	43.7	
Photographic apparatus.....	26.8	28.6	24.8	25.6	25.0	23.0	23.2	24.8	24.0	24.2	24.2	24.5	22.9	23.0	23.0	
Watches and clocks.....																
Miscellaneous manufacturing industries.....	415.6	416.0	400.7	390.2	385.3	378.5	372.4	367.7	360.0	349.7	360.4	355.8	351.0	390.6	390.6	
Jewelry, silverware, and plated ware.....	37.1	36.2	34.5	35.5	33.5	34.9	33.0	35.1	33.3	33.9	36.3	36.2	34.5	36.3	36.3	
Musical instruments and parts.....	16.0	15.3	12.3	12.6	14.6	14.8	14.8	14.6	14.3	14.3	14.4	14.2	13.6	13.3	13.3	
Toys and sporting goods.....	85.3	80.1	72.6	73.7	69.4	65.6	61.0	57.6	52.0	57.6	71.4	78.8	67.5	75.6	75.6	
Pens, pencils, other office supplies.....	24.1	23.5	22.9	22.7	22.4	22.4	22.1	21.5	21.2	21.6	22.1	22.2	22.3	24.0	24.0	
Costume jewelry, buttons, notions.....	51.1	50.4	47.7	47.9	47.0	46.7	48.1	48.0	48.4	47.4	48.2	49.0	46.4	46.2	46.2	
Fabricated plastic products.....	75.9	73.4	71.6	72.3	71.9	71.4	70.6	69.0	67.6	68.7	68.7	68.4	68.3	71.6	71.6	
Other manufacturing industries.....	126.5	121.8	118.6	120.6	117.7	116.6	116.1	113.6	110.0	114.9	117.6	116.2	111.9	118.6	118.6	
Nondurable goods																
Food and kindred products.....	1,080.5	1,167.9	1,176.0	1,061.7	1,029.6	974.1	958.3	945.4	942.6	949.6	1,001.0	1,050.1	1,115.2	1,035.3	1,065.7	
Meat products.....	235.9	242.3	245.2	244.5	241.5	241.5	235.3	239.0	242.5	239.0	250.5	250.5	243.5	250.5	250.5	
Dairy products.....	69.0	71.0	72.0	72.3	68.1	64.5	62.3	61.3	60.8	62.2	62.2	64.4	66.7	66.7	66.7	
Canning and preserving.....	315.9	314.8	318.6	319.9	316.9	314.8	313.9	312.9	312.9	314.3	318.2	317.1	316.6	317.6	317.6	
Grain-mill products.....	80.1	79.6	78.9	79.7	78.1	76.6	75.8	75.8	75.8	77.0	78.4	81.0	79.5	79.5	79.5	
Bakery products.....	165.1	165.6	162.5	162.3	159.6	158.6	158.4	159.0	159.4	162.0	164.0	166.1	164.9	169.9	169.9	
Sugar.....	23.8	22.2	20.5	20.1	19.4	20.0	20.3	21.9	23.3	23.5	40.4	35.8	25.0	25.1	25.1	
Confectionery and related products.....	63.1	59.4	54.2	57.0	54.5	55.8	56.5	59.5	60.7	64.5	67.6	68.1	61.6	63.5	63.5	
Beverages.....	120.0	118.4	115.8	116.0	112.2	107.2	104.9	102.6	102.8	102.8	108.7	114.8	115.4	112.4	116.1	
Miscellaneous food products.....	95.0	95.7	94.0	97.8	93.8	92.5	91.7	92.1	91.1	92.7	93.7	95.8	94.2	94.1	94.1	
Tobacco manufactures.....	96.1	98.0	80.7	87.2	66.9	60.0	69.7	72.0	76.4	78.8	83.0	85.0	80.1	84.4	84.4	
Cigarettes.....	32.9	32.8	30.5	33.4	31.9	31.8	32.2	32.2	32.0	32.0	32.1	32.2	31.7	31.5	30.2	
Cigars.....	25.5	25.2	24.1	25.4	25.4	25.5	25.6	25.7	25.6	27.0	27.5	27.4	27.4	30.2	30.2	
Tobacco and snuff.....	5.6	5.7	5.7	5.8	5.6	5.5	5.4	5.4	5.4	5.4	5.4	5.5	5.4	5.5	5.5	
Tobacco stemming and re drying.....	34.0	26.0	6.9	6.3	6.1	6.9	8.8	13.1	15.8	15.5	20.1	29.0	15.8	17.8	17.8	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

Industry	1950										1955			Annual average	
	Oct. ¹	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Textile-mill products.....	883.2	890.2	886.7	872.1	882.8	874.3	869.2	868.4	860.0	855.8	862.2	867.0	863.8	850.8	912.9
Scouring and combing plants.....	5.2	5.3	5.2	5.1	5.1	5.1	4.9	4.7	4.7	4.9	4.9	4.8	4.8	4.7	5.0
Yarn and thread mills.....	103.1	103.0	102.7	103.1	102.1	101.5	100.8	99.8	100.0	101.5	101.7	100.8	99.7	107.2	107.2
Broad-woven fabric mills.....	372.0	371.5	367.7	371.3	370.2	368.5	371.0	370.3	370.7	371.8	372.1	370.9	372.4	401.5	401.5
Narrow fabrics and smallwares.....	26.3	26.2	26.1	26.6	26.1	26.9	26.7	26.5	26.2	26.3	26.8	26.7	26.9	26.4	26.4
Knitting mills.....	209.7	209.7	200.7	204.8	200.0	196.0	192.6	189.3	185.9	190.2	195.2	197.0	180.8	194.3	194.3
Dyeing and finishing textiles.....	77.3	76.8	76.4	77.5	76.5	76.4	76.1	75.4	74.8	74.7	74.8	74.8	73.7	77.1	77.1
Carpets, rugs, other floor coverings.....	38.9	38.0	38.0	38.0	38.0	38.8	39.4	40.1	39.9	39.0	38.6	38.2	37.8	36.7	42.5
Hats (except cloth and millinery).....	9.0	9.1	8.7	9.0	9.0	8.7	8.9	9.0	8.8	8.7	8.9	8.9	8.6	9.4	9.4
Miscellaneous textile goods.....	48.7	47.1	46.6	47.3	46.5	46.8	46.5	46.5	46.5	46.5	46.6	46.6	45.3	43.9	50.5
Apparel and other finished textile products.....	1,097.8	1,105.7	1,102.7	1,047.5	1,067.9	1,055.0	1,054.5	1,084.8	1,078.3	1,081.0	1,055.6	1,053.2	1,051.2	1,027.0	1,064.8
Men's and boys' suits and coats.....	102.1	101.8	101.8	98.1	101.4	99.0	97.0	98.3	97.3	96.8	96.4	95.9	95.8	98.0	108.3
Men's and boys' furnishings and work clothing.....	320.6	318.6	309.0	310.5	303.6	290.8	298.8	293.5	296.6	298.1	287.6	299.1	293.9	288.9	288.9
Women's outerwear.....	305.5	311.3	293.3	299.4	302.2	302.8	323.2	323.4	310.2	311.1	308.2	303.1	302.7	312.0	312.0
Women's, children's undergarments.....	109.9	107.7	103.0	104.4	103.8	103.1	105.6	105.1	102.9	104.7	106.9	108.6	101.9	106.8	106.8
Millinery.....	16.3	17.4	16.4	11.5	11.7	14.8	20.2	21.0	18.3	18.3	14.5	17.6	15.7	16.3	16.3
Children's outerwear.....	66.2	68.0	66.0	68.5	65.6	62.9	66.0	66.8	68.0	68.5	65.0	66.3	68.1	68.7	7.9
Fur goods.....	6.9	6.4	7.8	7.5	7.2	6.4	6.8	6.4	6.9	6.1	6.4	6.3	6.3	6.3	6.3
Miscellaneous apparel and accessories.....	58.1	56.8	51.8	54.6	52.6	52.8	53.2	52.4	50.7	52.3	54.1	54.6	50.9	53.2	53.2
Other fabricated textile products.....	120.1	114.7	110.1	110.1	100.6	112.9	112.1	100.4	110.9	112.9	113.7	111.8	103.6	108.5	108.5
Paper and allied products.....	457.2	459.4	454.3	449.0	453.3	446.0	443.1	440.8	440.1	440.2	442.7	445.9	446.5	439.3	458.8
Pulp, paper, and paperboard mills.....	227.2	226.6	225.9	227.0	227.7	227.7	221.1	219.2	220.1	220.8	222.8	222.2	220.7	229.1	229.1
Paperboard containers and boxes.....	126.8	123.9	120.8	123.0	126.0	126.0	120.0	120.0	118.4	120.1	122.5	124.3	119.6	125.2	125.2
Other paper and allied products.....	105.4	103.8	102.3	103.3	102.7	102.0	101.6	100.6	99.3	99.4	96.1	100.1	99.0	104.8	104.8
Printing, publishing, and allied industries.....	567.6	567.6	558.2	552.1	554.0	552.9	553.2	550.9	545.0	543.5	549.7	548.0	550.6	545.4	553.2
Newspapers.....	162.9	161.0	159.9	160.7	160.9	160.5	158.8	157.3	156.3	156.3	159.4	159.7	159.4	157.2	164.1
Periodicals.....	27.1	26.0	25.3	25.8	26.4	27.0	28.9	26.2	26.2	26.2	26.2	26.3	26.3	26.8	26.8
Books.....	37.5	36.4	34.4	35.2	35.0	35.1	34.6	34.6	34.3	33.7	33.7	33.7	33.7	35.2	35.2
Commercial printing.....	182.8	179.0	178.8	178.9	176.7	178.2	179.1	176.9	177.9	178.9	178.8	178.6	177.5	181.3	181.3
Lithographing.....	51.0	50.1	49.7	49.9	50.1	49.8	49.6	49.1	48.7	50.5	50.1	49.7	49.7	50.7	50.7
Greeting cards.....	16.1	15.6	15.3	15.5	14.8	13.9	13.6	13.7	13.6	14.6	15.7	16.2	14.2	13.8	13.8
Bookbinding and related industries.....	37.5	37.2	36.0	36.3	36.4	36.2	35.6	34.9	34.7	34.9	34.9	34.9	34.9	35.0	37.0
Miscellaneous publishing and printing services.....	52.7	52.9	52.7	52.6	52.6	52.8	52.9	52.2	51.8	51.8	51.8	51.8	51.8	52.8	52.8
Chemicals and allied products.....	542.1	540.4	532.1	526.6	526.9	532.4	534.7	527.1	518.3	514.8	514.3	514.0	516.5	512.2	545.1
Industrial inorganic chemicals.....	69.6	69.2	68.9	68.1	67.9	67.8	67.2	66.7	66.4	66.4	66.2	66.5	66.2	67.3	73.0
Industrial organic chemicals.....	210.1	207.8	203.7	204.4	201.9	200.1	198.7	196.5	195.0	194.7	194.0	193.1	191.8	210.3	210.3
Drugs and medicines.....	57.6	57.5	57.2	56.8	54.9	57.3	57.5	57.5	57.4	57.2	56.9	56.7	56.7	57.6	57.9
Soap, cleaning and polishing preparations.....	30.6	30.6	30.2	30.3	30.1	30.4	30.1	30.1	30.1	30.3	30.7	31.3	30.1	30.7	30.7
Paints, pigments, and fillers.....	45.8	45.9	45.6	45.4	45.9	45.1	44.6	44.2	44.0	44.3	44.2	44.4	43.7	45.9	45.9
Gum and wood chemicals.....	6.2	6.3	6.4	6.1	6.3	6.2	6.2	6.2	6.2	6.2	6.2	6.3	6.4	6.4	7.3
Fertilizers.....	25.0	22.5	21.7	24.3	34.8	36.6	32.2	26.9	26.6	23.6	23.6	24.6	20.1	26.7	26.7
Vegetable and animal oils and fats.....	28.3	25.1	24.4	24.7	25.0	26.4	26.9	27.3	27.7	28.6	29.6	30.1	26.1	28.1	28.1
Miscellaneous chemicals.....	67.2	67.2	65.6	66.8	65.6	65.1	63.7	62.8	61.5	63.2	63.4	63.7	63.1	63.1	63.1
Products of petroleum and coal.....	162.4	153.5	150.7	152.2	160.4	159.2	159.3	159.6	150.2	154.4	154.6	155.9	153.3	157.0	168.0
Petroleum refining.....	117.8	114.7	120.4	122.3	121.3	121.8	122.3	114.7	118.7	118.3	119.5	116.4	121.3	128.1	128.1
Coke, other petroleum and coal products.....	35.7	36.0	37.8	38.1	37.7	37.8	37.3	35.6	35.7	36.1	36.4	36.0	35.8	38.9	38.9
Rubber products.....	213.4	213.0	203.8	203.4	198.1	171.8	176.0	201.5	198.8	199.1	198.2	198.3	194.5	196.0	205.0
Tires and inner tubes.....	80.3	78.4	79.7	70.7	52.2	66.0	66.0	77.9	76.2	76.9	77.1	76.2	74.7	83.3	83.3
Rubber footwear.....	19.0	18.4	18.3	18.2	17.7	12.9	12.9	17.4	17.1	17.1	17.1	17.2	17.1	16.7	17.5
Other rubber products.....	113.7	107.0	103.4	107.2	101.9	97.1	106.2	106.5	105.1	104.0	101.9	102.1	94.6	106.0	106.0
Leather and leather products.....	332.4	335.9	339.3	334.6	333.9	325.4	324.2	321.2	322.8	329.3	328.7	324.3	315.0	317.7	329.2
Leather: tanned, curried, and finished.....	32.6	32.8	32.4	33.1	32.9	32.1	32.1	32.5	32.9	34.1	34.2	34.0	33.7	33.7	36.4
Industrial leather belting and packing.....	4.0	4.0	3.9	4.0	3.9	3.7	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6
Boot and shoe out stock and findings.....	16.9	17.5	17.6	17.9	17.3	17.1	17.5	17.4	17.8	17.6	16.6	16.9	16.2	16.8	16.8
Footwear (except rubber).....	224.2	228.5	227.3	227.0	221.1	219.6	223.9	225.6	224.1	220.7	214.2	205.9	213.8	219.1	219.1
Luggage.....	13.8	13.4	13.2	13.0	13.0	13.0	12.6	12.6	12.4	12.1	12.8	13.6	13.6	13.1	13.1
Handbags and small leather goods.....	29.4	28.3	28.3	28.0	27.8	27.8	24.9	27.5	28.0	28.9	28.1	28.7	29.4	28.1	29.1
Gloves and miscellaneous leather goods.....	15.0	14.8	13.9	13.9	13.4	12.8	12.6	11.9	10.7	11.8	12.8	13.2	12.1	14.2	14.2

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

Industry	1959											1958		Annual average	
	Oct. ²	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957
Transportation and public utilities:															
Other public utilities.....		542	547	544	533	530	529	526	527	528	530	532	533	537	540
Gas and electric utilities.....		521.0	525.3	522.6	512.0	509.6	508.0	505.4	507.1	507.9	510.0	511.4	512.9	516.4	519.0
Electric light and power utilities.....		224.7	228.9	226.2	224.7	220.7	219.5	217.7	219.3	219.5	219.7	220.5	221.0	223.2	226.0
Gas utilities.....		139.5	140.9	140.7	139.3	138.8	138.5	136.0	135.9	135.6	136.0	136.4	137.1	137.5	136.4
Electric light and gas utilities combined.....		155.8	157.5	155.7	148.0	152.1	152.0	151.7	151.9	152.6	153.7	154.5	154.6	155.7	155.6
Local utilities, not elsewhere classified.....		21.0	21.4	21.3	21.0	20.6	20.6	20.3	19.8	19.9	19.9	20.2	20.4	20.4	20.7
Wholesale and retail trade:															
Wholesale trade.....		2,668	2,653	2,646	2,637	2,611	2,614	2,611	2,618	2,621	2,666	2,666	2,646	2,622	2,665
Wholesalers, full-service and limited-function.....		1,006.6	1,001.8	1,009.4	1,004.4	1,004.4	1,008.9	1,003.6	1,001.0	1,049.7	1,082.4	1,074.0	1,060.3	1,036.7	1,072.2
Automotive.....		120.6	121.1	119.6	118.1	116.7	114.3	113.4	112.5	112.2	112.3	112.2	111.3	110.0	108.4
Groceries, food specialties, beer, wines, and liquors.....		273.6	272.6	273.1	274.1	271.9	273.2	274.2	276.0	275.1	281.0	280.4	278.3	272.2	273.4
Electrical goods, machinery, hardware, and plumbing equipment.....		391.2	393.4	391.4	389.0	383.7	382.4	380.5	380.0	380.5	383.2	382.5	381.6	382.1	402.7
Other full-service and limited-function wholesalers.....		821.2	814.7	805.3	803.2	793.1	789.0	785.5	782.5	781.9	805.9	798.9	791.1	772.4	787.7
Wholesale distributors, other.....		1,061.7	1,062.7	1,066.1	1,062.1	1,047.0	1,064.9	1,057.5	1,066.9	1,071.6	1,083.4	1,082.4	1,083.6	1,064.9	1,122.6
Retail trade.....															
General merchandise stores.....		1,365.3	1,307.9	1,301.5	1,326.4	1,318.3	1,389.1	1,386.1	1,349.2	1,296.8	1,840.7	1,474.3	1,372.2	1,334.7	1,356.5
Department stores and general mail-order houses.....		860.6	833.9	830.4	844.7	836.1	822.4	819.7	799.5	839.8	1,188.3	953.2	875.1	855.9	875.9
Other general merchandise stores.....		504.7	474.0	471.1	481.7	482.2	466.7	466.4	449.7	457.0	652.4	521.1	497.1	478.8	480.6
Food and liquor stores.....		1,498.0	1,477.5	1,468.4	1,489.9	1,432.4	1,477.3	1,469.3	1,471.3	1,455.6	1,507.1	1,488.3	1,475.6	1,483.2	1,465.5
Grocery, meat, and vegetable markets.....		1,101.9	1,089.8	1,080.8	1,100.7	1,098.2	1,095.5	1,090.6	1,089.9	1,078.3	1,108.9	1,097.3	1,084.7	1,078.7	1,088.4
Dairy-product stores and dealers.....		194.1	198.5	199.5	196.9	192.5	190.1	185.6	184.8	185.9	187.7	188.9	190.8	198.5	206.7
Other food and liquor stores.....		190.0	180.2	188.1	192.3	191.7	191.7	193.1	196.6	191.4	210.5	202.1	200.1	206.0	220.4
Automotive and accessories dealers.....		707.4	709.0	708.6	705.3	697.3	691.5	681.9	680.1	678.6	693.5	676.3	667.9	677.2	719.3
Apparel and accessories stores.....		550.6	517.3	521.0	550.5	544.5	535.2	545.6	513.9	531.6	665.5	598.1	551.8	542.0	553.6
Other retail trade (except eating and drinking places).....		2,133.6	2,124.8	2,110.9	2,090.6	2,057.8	2,040.7	2,027.8	2,023.8	2,035.8	2,155.7	2,072.5	2,062.5	2,056.7	2,094.6
Furniture and appliance stores.....		358.7	353.6	352.1	351.0	350.4	348.8	340.4	351.3	353.3	373.8	360.6	355.5	354.3	361.2
Drug stores.....		368.6	364.8	363.3	355.3	349.4	343.7	340.0	340.5	338.9	374.0	340.7	338.0	337.0	337.7

¹ For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, ware-

housing, shipping, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power-plant), and recordkeeping and other services closely associated with the aforementioned production operations.

² Preliminary.

TABLE A-4. Unemployment insurance and employment service programs, selected operations ¹

[All items except average benefit amounts are in thousands]

Item	1959									1968				
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	
Employment service: ²														
New applications for work.....	744	686	756	913	711	736	742	806	806	737	740	775	776	
Nonfarm placements.....	633	570	554	581	555	520	445	378	398	406	413	514	545	
State unemployment insurance programs:														
Initial claims ³	936	1,011	1,228	973	880	1,086	1,123	1,263	1,772	1,910	1,246	1,246	1,174	
Insured unemployment ⁴ (average weekly volume).....	1,203	1,291	1,333	1,208	1,454	1,768	2,077	2,366	2,489	2,086	1,787	1,696	1,879	
Rate of insured unemployment ⁵	3.1	3.4	3.5	3.4	3.5	4.5	5.3	6.0	6.3	6.3	4.4	4.3	4.7	
Weeks of unemployment compensated ⁶	4,826	4,627	5,061	5,202	5,838	7,516	8,660	8,628	9,532	7,997	8,989	7,187	7,776	
Average weekly benefit amount for total unemployment ⁷	\$30.49	\$29.76	\$29.10	\$29.28	\$29.45	\$30.02	\$30.36	\$30.52	\$30.50	\$30.41	\$30.46	\$30.46	\$30.63	
Total benefits paid.....	\$141,800	\$133,444	\$142,803	\$142,919	\$162,011	\$213,722	\$230,608	\$250,963	\$274,663	\$230,082	\$170,649	\$205,954	\$226,689	
Unemployment compensation for ex-service- men: ⁸														
Initial claims ³	24	25	27	23	19	26	28	29	32	33	42	17	-----	
Insured unemployment ⁴ (average weekly volume).....	40	44	43	43	52	64	71	71	64	46	32	-----	-----	
Weeks of unemployment compensated.....	174	176	181	188	222	287	298	265	243	174	147	160	-----	
Total benefits paid.....	\$5,207	\$5,238	\$5,349	\$5,564	\$6,533	\$8,459	\$8,736	\$7,746	\$7,116	\$5,000	\$1,656	-----	-----	
Unemployment compensation or Federal civilian employees: ⁹														
Initial claims ³	12	11	13	12	10	13	13	14	18	14	12	13	19	
Insured unemployment ⁴ (average weekly volume).....	27	28	28	28	30	34	38	39	39	34	33	31	31	
Weeks of unemployment compensated.....	117	114	115	121	126	151	162	151	155	148	122	147	160	
Total benefits paid.....	\$3,685	\$3,602	\$3,578	\$3,801	\$3,921	\$4,716	\$5,032	\$4,686	\$4,801	\$4,604	\$3,823	\$4,546	\$4,451	
Railroad unemployment insurance:														
Applications ¹¹	32	35	37	8	4	5	6	8	17	22	20	17	20	
Insured unemployment (average weekly volume).....	94	79	63	35	30	58	76	94	122	125	121	113	118	
Number of payments ¹²	194	174	95	88	96	148	199	217	311	287	274	272	290	
Average amount of benefit payment ¹³	\$84.31	\$83.16	\$75.22	\$72.13	\$62.36	\$62.72	\$65.47	\$65.57	\$65.68	\$60.31	\$70.15	\$66.91	\$70.35	
Total benefits paid ¹⁴	\$26,078	\$27,314	\$18,918	\$21,202	\$8,641	\$9,099	\$12,477	\$13,782	\$20,346	\$19,758	\$16,030	\$19,078	\$18,144	
All programs: ¹⁵														
Insured unemployment ¹	1,370	1,451	1,477	1,414	1,593	1,936	2,282	2,596	2,739	2,316	1,965	1,867	2,067	

¹ Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.² Includes Guam, Puerto Rico, and the Virgin Islands.³ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.⁴ Includes Puerto Rico and the Virgin Islands.⁵ Number of workers reporting the completion of at least 1 week of unemployment.⁶ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.⁷ Includes data for the Federal civilian employee program through June 1959.⁸ Includes data for the Federal civilian employee program for the period October 1958-June 1959.⁹ Excludes data on claims and payments made jointly with other programs.¹⁰ Excludes data on claims and payments made jointly with State programs.¹¹ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.¹² Payments are for unemployment in 14-day registration periods.¹³ The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.¹⁴ Revised.¹⁵ Adjusted for recovery of overpayments and settlement of underpayments.¹⁶ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCPE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminates January 31, 1960.

NOTE: Data on State UI initial claims differ from those published in the September 1959 issue, owing to the exclusion of transitional claims.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group¹

[Per 100 employees]

Major industry group	1959										1958				Annual average	
	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
	Accessions: Total ²															
Manufacturing.....	3.7	3.9	3.3	4.4	3.6	3.5	3.6	3.3	3.3	2.4	2.8	3.4	4.0	3.0	2.9	
Durable goods.....	4.0	4.1	3.3	4.5	3.7	3.7	3.9	3.5	3.5	2.6	3.0	3.8	4.6	3.2	2.9	
Ordinances and accessories.....	2.8	3.0	2.6	4.0	2.5	2.6	3.2	2.8	2.6	2.6	2.8	2.8	2.9	2.8	2.5	
Lumber and wood products.....	4.1	4.6	5.0	7.4	8.2	6.1	4.6	3.3	3.4	2.2	2.5	4.4	5.5	4.1	4.1	
Furniture and fixtures.....	4.5	5.3	4.5	4.8	4.1	3.6	4.0	3.0	3.9	2.1	2.6	3.3	4.3	3.4	3.3	
Stone, clay, and glass products.....	2.7	3.3	2.9	4.5	3.1	3.1	3.5	3.1	3.3	2.2	2.5	2.6	3.4	2.9	2.4	
Primary metal industries.....	2.5	2.4	1.8	2.8	2.7	3.3	4.1	4.3	3.7	2.6	2.6	3.4	4.0	2.8	1.8	
Fabricated metal products.....	4.5	5.7	3.6	4.8	3.9	4.1	4.3	3.6	3.4	2.7	3.1	4.1	5.7	3.6	3.4	
Machinery (except electrical).....	2.9	3.0	2.8	4.2	3.3	3.3	3.5	3.5	3.5	2.7	2.9	3.2	3.4	2.5	2.1	
Electrical machinery.....	4.5	4.2	3.4	4.5	3.5	3.1	3.6	3.3	3.3	2.4	2.8	3.6	4.4	2.8	3.0	
Transportation equipment.....	5.4	4.4	3.5	4.5	3.5	3.9	4.1	3.2	3.7	3.1	4.3	5.1	6.3	4.0	3.7	
Instruments and related products.....	3.3	2.8	2.1	3.7	2.5	2.5	2.7	2.3	2.3	1.5	2.1	2.3	2.4	1.8	2.1	
Miscellaneous manufacturing.....	5.6	6.8	5.4	8.2	4.5	4.9	5.1	4.7	5.1	2.4	2.9	4.5	5.2	4.0	4.4	
Nondurable goods ⁴	3.2	3.6	3.4	4.3	3.4	3.1	3.0	2.8	3.0	2.1	2.3	2.8	3.0	2.7	2.9	
Food and kindred products.....	3.5	4.3	4.2	5.5	4.7	3.9	3.8	3.6	3.9	2.5	3.0	3.5	3.3	3.5	3.8	
Tobacco manufactures.....	2.4	2.2	3.7	2.1	1.6	1.3	1.5	1.7	1.8	.6	1.4	1.9	2.0	1.6	2.0	
Textile-mill products.....	3.5	3.9	3.6	4.0	3.2	3.4	3.1	3.0	3.0	2.1	2.6	3.4	3.5	3.0	2.9	
Apparel and other finished textile products.....	4.6	5.6	5.0	4.6	4.7	4.2	3.9	3.8	4.0	2.5	2.9	3.6	3.8	3.4	3.5	
Paper and allied products.....	3.0	2.9	2.8	4.3	2.8	2.6	2.4	2.2	2.2	1.5	1.7	2.1	2.5	2.1	2.4	
Chemicals and allied products.....	1.8	1.9	1.9	3.3	2.0	1.8	1.8	1.4	1.5	1.1	1.0	1.3	1.7	1.3	1.7	
Products of petroleum and coal.....	1.1	.8	.8	1.9	1.0	1.3	2.0	.9	.9	.4	.4	.7	.6	.7	1.1	
Rubber products.....	2.7	3.3	2.4	3.7	3.0	2.5	2.4	2.4	2.7	2.2	1.9	2.7	4.4	2.6	2.2	
Leather and leather products.....	4.1	4.0	4.5	8.6	4.3	4.0	3.3	3.5	4.2	3.8	3.8	3.4	3.1	3.3	4.0	
Nonmanufacturing:																
Metal mining.....	1.6	2.2	2.3	3.4	2.9	3.9	3.1	2.0	3.6	2.7	3.6	4.0	4.5	2.6	2.8	
Anthracite mining.....	2.1	.5	1.5	1.0	1.9	1.6	3.3	.9	1.6	1.6	1.5	4.9	3.6	1.6	1.3	
Bituminous coal mining.....	2.1	2.0	1.4	.9	1.7	.8	1.3	1.2	1.2	1.0	1.8	1.8	2.3	1.2	.9	
Accessions: New hires																
Manufacturing.....	2.5	2.5	2.2	3.0	2.2	2.0	1.9	1.7	1.5	1.1	1.3	1.7	1.9	1.3	1.8	
Durable goods.....	2.5	2.5	2.2	3.0	2.2	2.0	2.0	1.7	1.6	1.1	1.4	1.8	1.9	1.3	1.8	
Ordinances and accessories.....	1.9	2.3	2.1	3.0	1.4	1.5	1.9	1.0	1.6	1.9	2.0	2.1	2.1	1.7	1.5	
Lumber and wood products.....	3.6	4.1	4.4	6.2	6.3	4.3	3.4	2.3	2.5	1.3	1.9	3.1	4.2	2.7	2.9	
Furniture and fixtures.....	3.8	4.3	3.8	3.4	2.6	2.2	2.4	1.8	2.0	1.1	1.4	2.1	3.1	1.7	2.2	
Stone, clay, and glass products.....	1.8	2.2	2.0	3.3	2.1	1.7	1.6	1.2	1.4	.9	1.0	1.0	1.2	.9	1.5	
Primary metal industries.....	1.6	1.5	1.0	1.9	1.8	2.0	2.2	1.9	1.3	.8	.7	.7	.8	.5	.9	
Fabricated metal products.....	2.7	2.9	2.2	3.0	2.2	2.3	2.1	1.6	1.4	1.1	1.6	2.0	2.3	1.4	2.1	
Machinery (except electrical).....	2.0	2.0	1.7	2.8	2.1	2.0	2.2	1.8	1.6	1.0	1.1	1.2	1.2	.9	1.4	
Electrical machinery.....	3.4	3.0	2.3	3.0	2.0	1.7	2.0	1.8	1.8	1.3	1.6	2.1	2.2	1.4	1.9	
Transportation equipment.....	1.9	1.4	1.6	2.2	1.4	1.5	1.5	1.2	1.2	1.3	1.6	1.7	1.7	1.3	1.9	
Instruments and related products.....	2.6	2.1	1.8	3.2	2.0	1.9	1.8	1.6	1.5	.9	1.2	1.4	1.4	.9	1.6	
Miscellaneous manufacturing.....	4.3	5.2	3.8	3.6	2.7	2.4	2.1	2.0	2.0	1.2	1.7	3.1	3.0	1.9	2.6	
Nondurable goods ⁴	2.3	2.6	2.4	3.0	2.1	1.9	1.8	1.5	1.5	1.0	1.3	1.6	1.8	1.3	1.8	
Food and kindred products.....	2.3	2.5	2.4	3.1	2.3	1.6	1.4	1.2	1.2	.9	1.3	1.7	1.7	1.5	2.0	
Tobacco manufactures.....	1.8	1.3	1.8	1.3	.9	.8	.8	.8	.9	.3	.9	1.0	1.1	.8	1.3	
Textile-mill products.....	2.6	2.8	2.7	2.7	2.2	2.2	1.9	1.7	1.6	1.1	1.5	2.1	2.2	1.5	1.7	
Apparel and other finished textile products.....	3.5	4.3	3.7	3.2	2.9	3.2	2.9	2.7	2.6	1.1	1.8	2.3	2.5	1.8	2.4	
Paper and allied products.....	2.3	2.3	2.1	3.4	2.1	1.8	1.6	1.3	1.2	.8	1.1	1.5	1.7	1.3	1.8	
Chemicals and allied products.....	1.4	1.5	1.5	2.6	1.3	1.1	1.1	.9	.9	.6	.6	.8	1.0	.8	1.3	
Products of petroleum and coal.....	.8	.6	.7	1.4	.7	.6	1.2	.3	.3	.1	.2	.3	.3	.3	.9	
Rubber products.....	2.0	2.3	1.8	2.5	1.5	1.5	1.6	1.4	1.4	1.1	.9	1.1	2.0	.8	1.3	
Leather and leather products.....	2.7	2.8	3.4	4.1	2.6	2.5	2.0	2.3	2.6	2.2	2.1	2.0	2.0	1.7	2.4	
Nonmanufacturing:																
Metal mining.....	1.1	1.7	1.3	1.9	1.4	1.8	1.3	.9	1.2	1.0	1.4	.7	.5	.7	1.5	
Anthracite mining.....	.1	(9)	(9)	(9)	.1	.2	(9)	(9)	.2	1.0	.6	.5	.3	.4	.8	
Bituminous coal mining.....	.5	.6	.4	.2	.4	.3	.3	.2	.3	.3	.3	.4	.3	.3	.5	

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Major industry group	1959										1958				Annual average	
	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Separations: Total ²																
Manufacturing.....	4.2	3.7	3.3	2.8	2.9	3.0	2.8	2.6	3.1	2.8	2.8	3.2	3.5	3.6	3.6	
Durable goods.....	4.3	3.9	3.5	3.0	2.9	3.0	2.8	2.7	3.2	2.8	2.8	3.3	3.6	3.9	3.9	
Ordinance and accessories.....	3.6	2.2	1.8	2.3	2.3	2.4	2.4	2.5	3.2	1.5	2.2	2.4	2.5	2.9	3.6	
Lumber and wood products.....	5.8	6.0	4.9	3.8	4.2	4.7	4.2	3.2	3.6	3.9	4.1	4.7	5.0	4.2	5.0	
Furniture and fixtures.....	5.3	4.3	4.0	3.3	3.4	3.2	2.9	2.8	3.0	3.0	3.4	4.0	3.6	3.7	4.0	
Stone, clay, and glass products.....	3.9	3.4	3.1	2.4	2.1	2.0	2.1	2.0	3.3	3.1	2.8	2.4	3.0	3.5	3.0	
Primary metal industries.....	3.4	2.5	2.2	2.1	1.8	1.8	1.8	1.7	1.9	1.7	2.0	2.1	2.7	3.3	2.7	
Fabricated metal products.....	4.3	4.4	4.2	3.7	3.3	3.5	3.2	3.2	4.0	3.9	3.5	4.3	4.1	4.3	4.0	
Machinery (except electrical).....	3.6	2.7	2.7	2.4	2.5	2.4	2.1	2.0	2.4	1.9	2.0	2.6	2.9	3.3	3.1	
Electrical machinery.....	3.8	2.8	2.7	2.5	2.7	2.5	2.8	2.6	2.8	2.3	2.1	2.9	2.9	3.1	3.4	
Transportation equipment.....	5.2	6.0	5.0	3.8	3.8	4.1	3.9	3.8	4.6	3.5	3.1	4.0	5.0	5.1	4.6	
Instruments and related products.....	3.2	2.3	1.7	2.4	1.8	1.7	1.5	1.6	1.8	1.7	1.7	2.1	2.4	2.4	2.4	
Miscellaneous manufacturing.....	5.1	4.3	3.8	3.3	4.2	4.2	3.6	3.6	3.8	7.7	3.3	4.8	4.2	4.7	5.0	
Nondurable goods ⁴	3.9	3.4	2.9	2.6	2.8	2.9	2.7	2.5	2.9	2.7	2.8	3.1	3.3	3.0	3.2	
Food and kindred products.....	4.5	4.0	3.5	3.3	3.3	3.5	3.8	3.8	4.4	4.0	4.2	4.0	4.5	3.8	4.1	
Tobacco manufactures.....	1.8	1.9	2.7	1.6	2.0	2.1	1.6	1.8	2.1	2.3	1.4	1.6	1.6	2.1	2.6	
Textile-mill products.....	4.0	3.7	3.2	2.8	3.5	3.2	2.8	2.5	3.0	3.0	2.8	3.2	3.5	3.4	3.7	
Apparel and other finished textile products.....	4.7	4.6	4.0	3.3	3.7	4.1	3.3	3.0	3.4	3.3	3.5	3.8	3.6	3.8	3.8	
Paper and allied products.....	3.8	3.2	2.4	2.4	2.2	2.2	1.9	1.9	2.7	2.1	2.1	2.5	3.3	2.4	2.7	
Chemicals and allied products.....	2.7	1.8	1.3	1.3	1.4	1.3	1.4	1.3	1.5	1.5	1.8	1.8	2.3	1.8	1.8	
Products of petroleum and coal.....	1.9	1.1	1.3	1.0	.8	.9	1.4	.7	1.0	1.1	1.3	1.4	1.6	1.3	1.4	
Rubber products.....	3.2	2.5	2.3	2.2	2.4	2.4	2.1	2.0	2.0	1.4	1.5	1.9	1.9	2.7	2.6	
Leather and leather products.....	5.3	4.7	3.9	3.6	3.6	3.9	3.3	2.7	3.1	2.7	2.7	4.5	3.7	3.7	4.2	
Nonmanufacturing:																
Metal mining.....	5.9	2.7	2.6	2.7	2.8	2.9	2.8	1.7	2.9	2.4	2.3	2.9	3.2	3.9	3.7	
Anthracite mining.....	1.7	1.7	5.7	3.2	4.4	2.1	3.8	3.2	4.4	1.0	1.4	1.7	.6	4.3	2.4	
Bituminous coal mining.....	1.6	19.6	4.0	2.2	2.5	2.6	2.6	2.2	1.7	.8	.9	.9	1.3	2.5	1.6	
Separations: Quits																
Manufacturing.....	2.2	1.8	1.3	1.2	1.3	1.1	1.0	0.8	0.9	0.7	0.8	1.1	1.5	0.9	1.4	
Durable goods.....	2.1	1.6	1.2	1.2	1.2	1.1	.9	.8	.8	.6	.7	1.0	1.4	.8	1.3	
Ordinance and accessories.....	1.9	1.4	1.1	1.0	1.0	1.0	1.0	.9	1.0	.4	.8	1.0	1.5	.8	1.1	
Lumber and wood products.....	3.8	3.6	2.7	2.5	2.6	2.2	1.7	1.2	1.4	1.0	1.4	2.4	3.3	1.7	2.2	
Furniture and fixtures.....	3.0	2.6	1.9	1.6	1.7	1.7	1.3	1.1	1.2	.8	1.0	1.4	1.9	1.1	1.6	
Stone, clay, and glass products.....	1.8	1.6	1.0	1.0	1.0	.8	.7	.5	.6	.4	.6	.7	1.3	.7	1.1	
Primary metal industries.....	1.5	1.0	.7	.8	.7	.7	.6	.5	.4	.3	.4	.4	.6	.4	.5	
Fabricated metal products.....	2.0	1.6	1.1	1.2	1.1	1.1	.9	.7	.7	.5	.8	.9	1.4	.8	1.3	
Machinery (except electrical).....	1.6	1.2	.9	1.0	1.0	1.0	.8	.7	.7	.5	.5	.7	.9	.6	1.0	
Electrical machinery.....	2.4	1.7	1.2	1.2	1.2	1.1	1.0	.9	1.0	.7	.9	1.2	1.5	.9	1.3	
Transportation equipment.....	1.7	1.1	1.0	1.1	1.0	1.0	.8	.7	.8	.7	.7	1.0	1.2	.8	1.3	
Instruments and related products.....	2.0	1.4	.9	1.1	.9	.9	.7	.8	.8	.6	.7	.8	1.3	.7	1.1	
Miscellaneous manufacturing.....	3.2	2.6	1.9	1.6	1.7	1.5	1.1	1.2	1.2	.9	1.3	1.9	2.1	1.2	1.8	
Nondurable goods ⁴	2.5	2.1	1.6	1.4	1.4	1.2	1.1	1.0	1.0	.8	.9	1.2	1.7	1.0	1.5	
Food and kindred products.....	2.4	1.8	1.2	1.2	1.1	.9	.8	.7	.8	.6	.9	1.0	1.6	.9	1.3	
Tobacco manufactures.....	1.3	1.4	1.6	1.1	1.1	1.1	1.0	.9	1.1	.7	.7	1.0	1.2	.9	1.4	
Textile-mill products.....	2.6	2.4	1.9	1.6	1.6	1.6	1.3	1.2	1.2	1.0	1.3	1.5	1.8	1.2	1.6	
Apparel and other finished textile products.....	3.5	3.5	2.9	2.3	2.5	2.2	2.1	1.9	1.9	1.4	1.5	2.1	2.3	1.7	2.3	
Paper and allied products.....	2.6	1.8	1.1	1.2	1.1	.9	.8	.7	.8	.6	.6	.9	1.9	.8	1.3	
Chemicals and allied products.....	1.7	1.0	.7	.7	.6	.5	.5	.4	.5	.4	.4	.6	1.2	.5	.9	
Products of petroleum and coal.....	1.2	.5	.3	.3	.3	.3	.3	.2	.2	.2	.2	.3	.8	.2	.5	
Rubber products.....	1.6	1.3	.9	1.1	1.0	.9	.7	.6	.6	.5	.5	.7	.9	.6	1.0	
Leather and leather products.....	3.2	3.1	2.6	2.5	2.1	2.0	1.6	1.5	1.6	1.4	1.5	1.7	2.0	1.5	2.2	
Nonmanufacturing:																
Metal mining.....	2.1	1.4	1.7	1.2	2.1	1.5	1.1	.9	1.3	.6	.8	1.5	1.4	1.2	2.1	
Anthracite mining.....	.5	.6	.1	.5	.4	.1	(0)	.2	.3	.5	.2	1.0	.2	.5	.8	
Bituminous coal mining.....	.6	.4	.3	.2	.3	.2	.2	.2	.2	.2	.2	.3	.4	.3	.4	

See footnotes at end of table

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]																
Major industry group	1959										1958				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
	Separations: Layoffs															
Manufacturing.....	1.4	1.4	1.4	1.0	1.1	1.3	1.3	1.3	1.7	1.8	1.6	1.7	1.6	2.3	1.7	
Durable goods.....	1.6	1.6	1.7	1.1	1.2	1.3	1.4	1.4	1.8	1.9	1.7	1.8	1.8	2.6	1.9	
Ordnance and accessories.....	1.0	.3	.3	.7	.7	.8	.7	1.1	1.6	.7	1.0	1.0	.6	1.8	2.2	
Lumber and wood products.....	1.4	1.7	1.5	.7	.9	1.8	1.9	1.6	1.7	2.5	2.3	1.7	1.1	2.1	2.3	
Furniture and fixtures.....	1.6	1.0	1.4	1.1	1.2	1.0	1.1	1.3	1.3	2.0	2.0	2.1	1.2	2.2	1.9	
Stone, clay, and glass products.....	1.6	1.2	1.6	.7	.6	.8	.9	1.2	2.2	2.3	1.4	1.4	1.3	2.5	1.6	
Primary metal industries.....	1.4	.9	1.1	.7	.5	.6	.6	.7	1.0	1.1	1.3	1.4	1.8	2.6	1.6	
Fabricated metal products.....	1.7	2.2	2.5	1.8	1.5	1.8	1.8	1.9	2.7	2.0	2.4	2.8	2.3	3.1	2.1	
Machinery (except electrical).....	1.4	.9	1.3	.9	1.0	.8	.8	.8	1.2	.8	1.2	1.6	1.7	2.4	1.6	
Electrical machinery.....	.6	.5	.9	.6	.8	.8	1.1	1.0	1.0	1.2	.9	1.2	1.0	1.8	1.4	
Transportation equipment.....	2.9	4.1	3.3	2.1	2.1	2.5	2.5	2.5	3.1	2.4	1.9	2.5	3.2	3.8	2.6	
Instruments and related products.....	.8	.5	.5	.9	.6	.5	.4	.4	.6	.9	.6	1.0	.8	1.3	1.0	
Miscellaneous manufacturing.....	1.2	.9	1.2	1.1	1.9	2.1	2.0	2.0	2.1	6.4	3.6	2.5	1.6	3.1	2.7	
Nondurable goods.....	.9	.8	.9	.8	1.0	1.2	1.2	1.1	1.4	1.6	1.5	1.5	1.3	1.7	1.4	
Food and kindred products.....	1.6	1.7	1.8	1.7	1.9	2.1	2.7	2.7	2.8	3.1	2.9	2.5	2.5	2.5	2.4	
Tobacco manufactures.....	.2	.2	.7	.2	.5	.8	.3	.5	.7	1.4	.4	.4	.3	.9	.9	
Textile-mill products.....	1.0	.8	.8	.7	1.4	1.1	1.0	1.0	1.4	1.7	1.3	1.2	1.3	1.8	1.7	
Apparel and other finished textile products.....	.8	.6	.6	.6	.8	1.4	.8	.8	1.2	1.6	1.7	1.4	1.0	1.8	1.3	
Paper and allied products.....	.6	.8	.7	.7	.6	.8	.7	.9	1.4	1.2	1.2	1.2	1.0	1.3	1.0	
Chemicals and allied products.....	.5	.3	.3	.2	.3	.4	.5	.5	.6	.9	1.1	.8	.8	1.0	.6	
Products of petroleum and coal.....	.2	.2	.6	.2	.2	.2	.7	1.1	1.3	.6	.8	.4	.4	.6	.5	
Rubber products.....	1.1	.7	.9	.7	1.0	1.0	1.0	.9	1.0	.6	.7	.9	.7	1.8	1.1	
Leather and leather products.....	1.4	.9	.7	.8	.9	1.5	1.3	.9	1.0	1.0	1.0	2.4	1.3	1.8	1.2	
Nonmanufacturing.....	3.4	.8	.2	.7	.1	.3	.8	.3	.9	1.2	1.0	1.1	1.5	2.2	1.0	
Metal mining.....	.3	(?)	4.8	1.9	2.7	.7	2.5	2.0	3.6	.4	1.2	.5	.4	3.7	1.4	
Anthracite mining.....	.5	18.9	3.3	1.8	2.0	2.1	2.0	1.5	1.1	.4	.5	.4	.7	2.0	1.0	
Bituminous coal mining.....																

¹ Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

- (1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;
- (2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;
- (3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and
- (4) Reports from plants affected by work stoppages are excluded from the

turnover series, but the employment series reflects the influence of such stoppages.

² Preliminary.

³ Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

⁴ Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

⁵ Less than 0.05.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Industry	1959										1958				Annual average	
													1958	1957		
	Sept. 3	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.			
Average weekly earnings																
Mining.....	\$107.71	\$108.77	\$103.49	\$111.40	\$108.94	\$106.27	\$106.13	\$106.00	\$105.86	\$105.60	\$103.60	\$102.40	\$102.14	\$100.10	\$102.21	
Metal.....	99.14	97.71	93.14	107.79	106.86	102.94	104.23	104.45	103.94	101.24	100.84	98.30	98.04	94.22	96.74	
Iron.....	93.67	95.84	84.10	116.18	113.83	104.60	106.11	107.45	106.69	101.82	102.60	101.08	104.80	100.27	103.49	
Copper.....	98.81	96.75	100.85	106.60	108.03	108.79	110.56	108.96	106.82	108.42	105.75	99.70	94.67	94.82	97.75	
Lead and zinc.....	95.91	92.89	98.24	91.68	87.75	88.08	87.64	90.17	81.43	92.28	90.02	87.42	83.16	86.93	88.97	
Anthracite.....	88.40	76.73	79.20	82.75	85.45	88.83	76.45	74.79	91.24	53.19	78.04	77.82	80.08	76.01	81.79	
Bituminous coal.....	116.11	120.74	104.98	126.49	120.01	114.75	112.29	112.83	114.71	115.82	107.31	107.76	106.55	102.38	110.83	
Crude-petroleum and natural-gas production.....																
Petroleum and natural-gas production (except contract services).....	116.72	115.75	117.81	112.56	112.84	113.00	115.36	116.33	111.92	106.54	112.06	107.60	110.02	109.73	106.75	
Nonmetallic mining and quarrying.....	98.12	100.33	98.32	98.08	95.25	94.90	90.31	88.82	87.98	86.67	92.84	96.37	95.34	86.63	87.80	
Contract construction.....	116.02	119.88	115.55	116.66	114.82	113.69	110.57	106.64	111.03	109.43	110.66	115.82	114.91	110.47	106.64	
Nonbuilding construction.....	113.26	121.26	118.30	117.46	112.06	110.28	108.23	100.19	105.86	105.36	108.11	115.71	117.32	109.47	105.07	
Highway and street construction.....	110.03	119.71	115.44	113.88	106.55	103.28	98.21	85.40	93.59	93.98	102.62	117.04	114.23	104.14	98.66	
Other nonbuilding construction.....	116.66	123.07	121.29	120.77	118.00	116.61	115.84	109.82	114.85	114.55	113.89	120.97	120.07	114.28	110.18	
Building construction.....	116.38	119.19	116.15	116.66	115.29	114.44	110.95	108.19	111.65	110.37	111.16	115.18	114.25	110.67	106.86	
General contractors.....	107.87	110.70	107.15	108.19	106.36	106.07	103.19	100.23	103.01	99.12	102.37	107.01	105.65	102.53	98.89	
Special-trade contractors.....	121.36	123.95	120.88	121.81	120.82	119.13	116.16	112.20	116.86	116.51	116.73	119.64	118.99	115.28	112.17	
Plumbing and heating.....	125.94	131.45	129.96	128.78	129.12	127.72	125.33	123.28	127.64	127.80	121.77	125.39	126.30	123.23	118.87	
Painting and decorating.....	116.47	117.00	114.95	114.82	113.60	111.97	109.07	104.63	107.52	109.10	108.73	110.92	110.25	107.96	103.78	
Electrical work.....	138.74	144.71	145.08	143.91	141.64	141.64	138.65	137.58	139.41	140.49	134.66	140.12	135.97	132.10	118.87	
Other special-trade contractors.....	117.17	118.70	114.87	116.28	115.31	112.70	106.88	102.72	108.54	107.24	110.66	114.12	113.53	109.31	106.30	
Average weekly hours																
Mining.....	40.8	41.2	39.2	41.6	40.8	40.1	39.9	39.7	40.1	40.0	40.0	40.0	39.9	39.1	40.4	
Metal.....	40.3	39.4	36.1	41.3	41.1	39.9	40.4	40.8	40.6	39.7	39.7	38.7	38.6	35.8	40.8	
Iron.....	32.3	32.6	28.9	40.2	39.8	38.7	37.1	37.7	37.4	35.6	36.0	35.7	36.9	36.2	39.5	
Copper.....	41.0	38.7	40.5	42.3	42.7	43.0	43.7	43.2	42.9	41.7	42.8	40.4	38.8	39.1	40.9	
Lead and zinc.....	41.7	41.1	38.5	40.2	39.0	38.6	39.3	40.8	41.0	41.2	40.1	40.1	37.8	39.6	41.0	
Anthracite.....	31.8	27.9	29.8	30.2	31.3	22.2	27.6	27.0	34.3	35.3	29.9	29.7	28.8	28.9	31.1	
Bituminous coal.....	35.4	36.7	32.5	35.8	35.7	35.2	35.2	35.6	36.3	38.1	35.3	35.8	35.4	33.9	36.6	
Crude-petroleum and natural-gas production.....																
Petroleum and natural-gas production (except contract services).....	41.1	40.9	41.6	40.2	40.3	40.5	41.2	41.4	41.3	40.5	41.2	40.3	40.9	40.5	40.9	
Nonmetallic mining and quarrying.....	44.4	45.4	45.1	45.2	44.3	44.3	42.4	41.7	41.5	42.1	44.0	43.2	43.4	43.3	43.9	
Contract construction.....	36.6	38.3	37.6	38.0	37.4	37.0	35.9	34.4	35.7	35.3	36.4	38.1	37.6	36.7	36.9	
Nonbuilding construction.....	39.6	43.0	42.1	41.3	40.6	40.1	39.5	36.3	38.5	37.9	39.6	42.7	42.2	40.1	39.8	
Highway and street construction.....	40.6	44.5	43.4	43.3	41.3	40.5	39.0	35.0	38.2	37.0	40.4	44.5	43.6	41.0	40.6	
Other nonbuilding construction.....	38.5	41.3	40.7	40.8	40.0	39.8	39.4	37.1	38.7	38.7	38.9	40.9	40.7	39.4	39.2	
Building construction.....	36.7	36.9	36.3	36.8	36.4	36.1	35.0	34.0	35.0	34.6	35.4	35.8	36.5	35.7	36.1	
General contractors.....	35.6	36.9	36.2	36.8	36.3	36.2	35.1	34.1	34.8	33.6	35.4	36.9	36.4	35.6	35.7	
Special-trade contractors.....	35.8	36.9	36.3	36.8	36.5	36.1	35.0	34.0	35.2	35.2	35.5	36.7	36.6	35.8	36.3	
Plumbing and heating.....	36.4	38.1	38.0	38.1	38.2	37.9	37.3	36.8	38.1	38.2	36.9	38.3	38.3	37.8	38.1	
Painting and decorating.....	35.4	36.0	35.7	35.9	35.5	35.1	34.3	33.8	33.6	34.2	34.3	33.1	35.0	34.6	34.7	
Electrical work.....	36.9	38.9	39.0	39.0	38.7	38.7	38.3	37.9	38.3	38.7	37.3	38.6	38.7	38.6	39.2	
Other special-trade contractors.....	35.4	36.3	35.3	36.0	35.7	35.0	33.4	32.0	33.5	33.2	34.8	36.0	35.7	34.7	33.2	
Average hourly earnings																
Mining.....	\$2.64	\$2.64	\$2.64	\$2.65	\$2.67	\$2.65	\$2.66	\$2.67	\$2.64	\$2.60	\$2.59	\$2.55	\$2.56	\$2.55	\$2.53	
Metal.....	2.46	2.48	2.58	2.61	2.60	2.58	2.58	2.58	2.56	2.55	2.54	2.54	2.54	2.48	2.42	
Iron.....	2.90	2.94	2.91	2.99	2.96	2.95	2.96	2.95	2.95	2.95	2.95	2.93	2.93	2.77	2.62	
Copper.....	2.41	2.40	2.49	2.52	2.53	2.53	2.53	2.52	2.49	2.48	2.50	2.47	2.44	2.42	2.35	
Lead and zinc.....	2.30	2.26	2.30	2.28	2.25	2.23	2.23	2.21	2.23	2.24	2.22	2.18	2.20	2.17	2.17	
Anthracite.....	2.78	2.75	2.74	2.73	2.73	2.75	2.77	2.77	2.66	2.64	2.61	2.61	2.60	2.63	2.63	
Bituminous coal.....	3.28	3.29	3.23	3.26	3.27	3.26	3.19	3.17	3.16	3.04	3.04	3.01	3.01	3.02	3.09	
Crude-petroleum and natural-gas production.....																
Petroleum and natural-gas production (except contract services).....	2.84	2.83	2.82	2.80	2.80	2.79	2.80	2.81	2.71	2.68	2.72	2.67	2.69	2.69	2.61	
Nonmetallic mining and quarrying.....	2.21	2.21	2.18	2.17	2.15	2.14	2.13	2.13	2.12	2.13	2.11	2.11	2.10	2.07	2.00	
Contract construction.....	3.17	3.13	3.10	3.07	3.07	3.07	3.08	3.10	3.11	3.10	3.04	3.04	3.04	3.01	2.99	
Nonbuilding construction.....	2.86	2.82	2.81	2.79	2.76	2.75	2.74	2.76	2.75	2.78	2.73	2.78	2.78	2.72	2.64	
Highway and street construction.....	2.71	2.69	2.66	2.63	2.58	2.55	2.48	2.44	2.45	2.54	2.54	2.63	2.62	2.84	2.43	
Other nonbuilding construction.....	3.03	2.98	2.98	2.96	2.96	2.96	2.93	2.94	2.96	2.96	2.92	2.95	2.95	2.90	2.81	
Building construction.....	3.26	3.23	3.20	3.17	3.17	3.17	3.17	3.13	3.13	3.19	3.14	3.13	3.13	3.10	2.96	
General contractors.....	3.03	3.00	2.95	2.94	2.93	2.93	2.94	2.94	2.96	2.95	2.92	2.90	2.90	2.88	2.77	
Special-trade contractors.....	3.39	3.36	3.33	3.31	3.31	3.30	3.29	3.29	3.30	3.32	3.31	3.26	3.26	3.20	3.09	
Plumbing and heating.....	3.46	3.45	3.42	3.38	3.38	3.37	3.36	3.35	3.35	3.34	3.30	3.30	3.30	3.26	3.13	
Painting and decorating.....	3.29	3.25	3.22	3.19	3.20	3.19	3.18	3.19	3.20	3.19	3.17	3.16	3.15	3.12	2.99	
Electrical work.....	3.76	3.72	3.72	3.69	3.68	3.66	3.62	3.63	3.64	3.63	3.62	3.63	3.63	3.58	3.37	
Other special-trade contractors.....	3.31	3.27	3.24	3.23	3.23	3.22	3.20	3.21	3.24	3.23	3.18	3.17	3.18	3.15	3.02	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958				Annual average	
	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Average weekly earnings																
Manufacturing.....	\$89.47	\$88.70	\$89.65	\$91.17	\$90.32	\$89.87	\$89.24	\$88.00	\$87.38	\$88.04	\$86.58	\$85.17	\$85.39	\$83.50	\$82.39	
Durable goods.....	96.05	95.88	96.80	99.36	98.64	97.75	97.10	95.11	94.94	96.29	94.30	91.83	92.46	90.06	88.66	
Nondurable goods.....	80.79	80.30	80.00	79.60	79.40	79.00	79.00	78.01	77.81	78.01	77.22	76.83	77.03	75.27	73.81	
Durable goods																
Ordinance and accessories.....	105.22	103.38	105.06	105.47	105.83	103.32	104.08	103.57	105.00	106.43	103.16	103.00	103.00	101.43	95.47	
Lumber and wood products.....	82.01	82.61	80.19	82.19	80.56	78.96	77.74	74.26	74.84	77.38	77.59	80.15	80.12	75.41	72.04	
Sawmills and planing mills.....	79.17	80.95	79.13	80.70	78.66	76.30	75.85	72.86	72.31	75.17	75.39	77.30	77.08	73.23	70.92	
Millwork, plywood, and prefabricated structural wood products.....	84.05	86.11	83.85	85.60	86.11	85.08	83.43	81.81	81.41	81.00	83.21	83.42	83.18	79.38	75.60	
Wooden containers.....	62.22	61.24	60.53	61.12	60.59	59.09	59.09	57.52	57.02	57.38	57.81	59.09	59.68	56.86	56.23	
Miscellaneous wood products.....	66.06	67.07	66.74	66.74	66.17	66.08	64.80	65.37	65.60	65.28	66.08	66.08	64.87	63.52	61.56	
Furniture and fixtures.....	75.58	76.31	74.66	74.66	72.76	72.40	73.12	72.32	72.54	74.16	73.03	73.39	73.80	70.31	70.00	
Household furniture.....	72.21	72.56	71.34	70.64	69.87	69.20	69.83	69.43	69.26	71.14	70.28	70.79	70.45	66.76	66.63	
Office, public-building, and professional furniture.....	85.69	89.25	87.57	85.90	84.24	83.22	82.61	82.21	82.21	82.02	81.00	81.80	83.84	79.79	78.99	
Partitions, shelving, lockers, and fixtures.....	69.48	64.35	67.71	65.91	60.72	60.63	58.03	57.53	57.46	58.65	58.06	58.90	57.98	55.97	53.22	
Screens, blinds, and miscellaneous furniture and fixtures.....	72.07	73.44	74.48	75.81	76.22	73.12	73.53	72.58	74.66	74.98	73.98	71.69	72.45	71.56	68.40	
Average weekly hours																
Manufacturing.....	40.3	40.5	40.2	40.7	40.5	40.3	40.2	40.0	39.9	40.2	39.9	39.8	39.9	39.2	39.5	
Durable goods.....	40.7	40.8	40.5	41.4	41.1	40.9	40.8	40.3	40.4	40.8	40.3	40.1	40.2	39.5	40.3	
Nondurable goods.....	39.8	40.1	39.8	39.8	39.7	39.5	39.5	39.4	39.3	39.6	39.4	39.4	39.5	38.8	38.1	
Durable goods																
Ordinance and accessories.....	41.1	40.7	41.2	41.2	41.5	41.0	41.3	41.1	41.5	41.9	41.1	41.2	41.2	40.9	40.5	
Lumber and wood products.....	40.6	41.1	40.5	41.3	41.1	40.7	40.7	39.5	39.6	40.3	40.2	41.1	41.3	39.9	39.8	
Sawmills and planing mills.....	40.6	41.3	41.0	41.6	41.4	40.8	41.0	39.6	39.3	40.2	40.1	40.9	41.1	39.8	39.4	
Millwork, plywood, and prefabricated structural wood products.....	42.8	41.6	40.9	41.7	41.8	41.5	41.1	40.7	40.5	40.5	41.4	41.5	41.8	40.5	40.0	
Wooden containers.....	40.4	41.1	40.9	41.3	41.5	40.2	40.2	39.4	39.6	39.3	39.8	40.2	40.6	39.5	39.6	
Miscellaneous wood products.....	40.4	41.4	41.2	41.2	41.2	41.1	41.3	40.5	40.6	41.0	40.8	41.3	40.8	40.2	40.5	
Furniture and fixtures.....	41.3	41.7	40.8	40.8	40.2	40.0	40.4	40.4	40.3	41.2	40.8	41.0	41.0	39.5	40.0	
Household furniture.....	41.5	41.7	41.0	40.6	40.1	40.0	40.6	40.6	40.5	41.3	41.1	41.4	41.2	39.5	39.9	
Office, public-building, and professional furniture.....	41.0	42.5	41.7	41.1	40.5	40.4	40.1	40.3	40.1	40.3	39.9	40.1	41.1	39.5	40.3	
Partitions, shelving, lockers, and fixtures.....	41.0	41.2	38.3	41.7	40.5	40.1	39.3	38.9	38.7	39.4	38.6	39.1	39.1	38.9	40.2	
Screens, blinds, and miscellaneous furniture and fixtures.....	39.6	40.8	40.7	41.2	41.2	40.4	40.4	40.1	40.8	41.2	41.1	40.5	40.7	40.2	40.0	
Average hourly earnings																
Manufacturing.....	\$2.22	\$2.19	\$2.23	\$2.24	\$2.23	\$2.23	\$2.22	\$2.20	\$2.19	\$2.19	\$2.17	\$2.14	\$2.14	\$2.13	\$2.07	
Durable goods.....	2.36	2.35	2.39	2.40	2.40	2.39	2.38	2.36	2.35	2.36	2.34	2.29	2.30	2.28	2.20	
Nondurable goods.....	2.03	2.00	2.01	2.00	2.00	2.00	2.00	1.98	1.98	1.97	1.96	1.95	1.95	1.94	1.88	
Durable goods																
Ordinance and accessories.....	2.56	2.54	2.55	2.56	2.55	2.52	2.52	2.52	2.53	2.54	2.51	2.50	2.50	2.48	2.34	
Lumber and wood products.....	2.02	2.01	1.98	1.99	1.96	1.94	1.91	1.88	1.89	1.92	1.93	1.95	1.94	1.89	1.81	
Sawmills and planing mills.....	1.95	1.96	1.93	1.94	1.90	1.87	1.83	1.84	1.84	1.87	1.88	1.89	1.89	1.84	1.80	
Millwork, plywood, and prefabricated structural wood products.....	2.06	2.07	2.05	2.06	2.06	2.05	2.03	2.01	2.01	2.00	2.01	2.01	1.99	1.96	1.89	
Wooden containers.....	1.54	1.49	1.48	1.48	1.46	1.47	1.47	1.46	1.44	1.46	1.44	1.47	1.47	1.44	1.42	
Miscellaneous wood products.....	1.65	1.62	1.62	1.62	1.62	1.61	1.60	1.60	1.61	1.60	1.60	1.60	1.59	1.58	1.52	
Furniture and fixtures.....	1.83	1.83	1.83	1.83	1.81	1.81	1.81	1.79	1.80	1.80	1.79	1.79	1.80	1.78	1.75	
Household furniture.....	1.74	1.74	1.74	1.74	1.73	1.73	1.72	1.71	1.71	1.71	1.71	1.71	1.71	1.69	1.67	
Office, public-building, and professional furniture.....	2.09	2.10	2.10	2.09	2.08	2.06	2.06	2.04	2.05	2.05	2.03	2.04	2.04	2.02	1.96	
Partitions, shelving, lockers, and fixtures.....	2.28	2.29	2.29	2.30	2.24	2.26	2.24	2.25	2.26	2.25	2.23	2.22	2.25	2.21	2.12	
Screens, blinds, and miscellaneous furniture and fixtures.....	1.82	1.80	1.83	1.84	1.85	1.81	1.82	1.81	1.83	1.82	1.80	1.77	1.78	1.78	1.71	

See footnotes at end of table

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958				Annual average	
	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
	Average weekly earnings															
Manufacturing—Continued																
Durable goods—Continued																
Stone, clay, and glass products.....	\$92.06	\$92.35	\$92.13	\$92.16	\$91.94	\$91.27	\$90.20	\$87.67	\$88.63	\$87.26	\$87.53	\$86.51	\$88.78	\$84.80	\$83.08	
Flat glass.....	133.56	128.76	131.99	134.94	131.24	131.97	132.70	135.20	136.75	133.35	123.61	78.19	128.94	113.10	114.62	
Glass and glassware, pressed or blown.....	85.25	88.80	88.35	87.78	88.80	88.80	89.24	87.82	86.11	87.16	87.16	87.67	85.97	85.75	83.36	
Glass products made of purchased glass.....	72.86	72.71	72.68	74.70	74.89	74.34	72.10	71.74	72.89	77.64	76.45	75.07	75.70	71.55	70.67	
Cement, hydraulic.....	106.17	101.02	101.09	98.38	97.82	96.87	95.51	93.53	92.98	95.18	97.41	98.70	97.82	92.92	87.01	
Structural clay products.....	80.80	82.19	82.19	81.77	81.58	80.39	78.79	77.03	77.66	75.85	78.18	79.15	79.35	75.25	74.61	
Pottery and related products.....	80.56	81.24	78.44	79.80	79.38	78.17	79.25	78.87	77.17	76.43	77.29	73.62	74.30	73.24	73.48	
Concrete, gypsum, and plaster products.....	94.34	95.82	95.37	95.58	94.05	91.91	88.96	85.48	85.67	86.51	88.91	91.80	90.87	86.43	82.75	
Cut-stone and stone products.....	75.81	76.22	74.74	76.09	77.15	75.81	72.98	72.04	71.31	72.07	72.58	75.26	75.21	73.31	70.98	
Miscellaneous nonmetallic mineral products.....	96.88	97.58	97.58	97.86	98.09	97.44	95.72	95.04	94.16	93.94	91.80	91.62	91.35	87.96	86.67	
Primary metal industries.....	106.67	104.81	108.19	118.43	117.88	116.60	115.34	112.72	110.80	109.45	108.08	106.59	106.74	100.97	98.75	
Blast furnaces, steel works, and rolling mills.....	119.35	113.09	111.29	120.38	127.10	127.10	125.36	122.00	120.08	116.40	115.50	114.62	115.71	108.00	104.79	
Iron and steel foundries.....	95.99	96.16	98.49	101.02	100.94	98.42	97.53	95.28	94.80	94.17	91.87	87.93	88.77	85.93	87.64	
Primary smelting and refining of nonferrous metals.....	112.19	104.52	105.26	104.86	104.81	104.55	103.89	103.06	103.16	105.06	104.04	102.36	101.05	99.05	95.82	
Secondary smelting and refining of nonferrous metals.....	95.79	95.49	91.71	94.62	94.66	94.02	93.98	92.03	92.48	93.30	93.34	93.15	90.72	88.84	87.53	
Rolling, drawing, and alloying of nonferrous metals.....	107.04	108.00	111.30	113.85	113.60	113.42	112.20	110.56	106.97	108.94	108.62	106.30	104.00	100.90	95.51	
Nonferrous foundries.....	100.86	99.39	99.55	100.77	99.70	98.88	97.51	97.44	98.16	98.95	96.63	94.87	95.18	93.06	91.20	
Miscellaneous primary metal industries.....	111.92	110.97	113.99	118.71	119.00	116.76	115.09	112.86	111.38	111.38	109.48	106.68	106.13	102.81	100.85	
Average weekly hours																
Stone, clay, and glass products.....	41.1	41.6	41.5	41.7	41.6	41.8	41.0	40.4	40.2	40.4	40.9	41.6	41.1	40.0	40.5	
Flat glass.....	42.4	40.7	41.9	42.3	41.4	41.5	41.6	41.6	42.6	42.2	40.1	28.1	42.0	38.6	40.5	
Glass and glassware, pressed or blown.....	38.4	40.0	39.8	39.9	40.0	40.0	40.2	40.1	39.5	39.8	39.8	40.4	39.8	39.7	39.8	
Glass products made of purchased glass.....	39.6	39.3	39.5	40.6	40.7	40.4	39.4	39.2	39.4	41.3	41.1	40.8	40.7	39.1	39.7	
Cement, hydraulic.....	41.8	41.4	41.6	41.2	41.1	40.7	40.3	39.8	39.4	40.5	41.1	40.8	41.1	40.4	40.7	
Structural clay products.....	40.4	41.3	41.3	41.3	41.2	40.6	40.2	39.5	39.2	39.1	40.3	40.6	40.9	39.4	39.9	
Pottery and related products.....	38.0	38.5	37.0	38.0	37.8	37.4	38.1	38.1	37.1	37.7	37.7	37.2	36.6	35.9	37.3	
Concrete, gypsum, and plaster products.....	44.5	45.2	45.2	45.3	45.0	44.4	43.2	41.9	42.2	42.2	43.8	45.0	44.3	43.0	43.1	
Cut-stone and stone products.....	41.2	41.2	40.4	41.4	41.7	41.3	40.1	39.8	39.4	39.6	40.1	40.9	41.1	40.5	41.0	
Miscellaneous nonmetallic mineral products.....	41.4	41.7	41.7	42.0	42.1	42.0	41.8	41.5	41.3	41.2	40.8	40.9	40.6	39.8	40.5	
Primary metal industries.....	40.1	39.7	38.5	41.7	41.4	41.2	40.9	40.4	40.0	39.8	39.3	38.9	39.1	38.1	39.5	
Blast furnaces, steel works, and rolling mills.....	38.5	36.6	35.9	41.6	41.0	41.0	40.7	40.0	39.5	39.8	38.5	38.3	38.7	37.5	39.1	
Iron and steel foundries.....	39.5	39.9	40.7	41.4	41.2	40.5	40.3	39.7	39.5	39.4	38.6	37.9	38.1	37.2	39.3	
Primary smelting and refining of nonferrous metals.....	41.4	40.2	40.8	40.8	41.1	41.0	40.9	41.2	41.4	41.2	40.8	40.3	40.1	40.1	40.6	
Secondary smelting and refining of nonferrous metals.....	42.2	41.7	40.4	41.5	41.7	41.6	41.4	40.9	40.9	41.1	41.3	41.4	40.5	40.2	40.9	
Rolling, drawing, and alloying of nonferrous metals.....	40.7	41.1	42.0	42.8	42.9	42.8	42.5	42.2	41.3	41.9	41.9	41.2	40.7	40.2	40.6	
Nonferrous foundries.....	41.0	40.9	40.8	41.3	41.2	41.2	40.8	40.6	40.9	41.4	40.6	40.2	40.5	39.6	40.0	
Miscellaneous primary metal industries.....	41.3	41.1	41.3	42.7	42.5	42.0	41.7	41.2	41.1	41.1	40.4	39.9	39.9	39.2	40.5	
Average hourly earnings																
Stone, clay, and glass products.....	\$2.24	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.20	\$2.17	\$2.16	\$2.16	\$2.14	\$2.11	\$2.16	\$2.12	\$2.05	
Flat glass.....	3.15	3.09	3.15	3.19	3.17	3.18	3.19	3.25	3.21	3.16	3.08	2.78	3.07	2.93	2.83	
Glass and glassware, pressed or blown.....	2.22	2.22	2.22	2.20	2.22	2.22	2.22	2.19	2.18	2.19	2.19	2.17	2.16	2.16	2.10	
Glass products made of purchased glass.....	1.84	1.85	1.84	1.84	1.84	1.84	1.83	1.83	1.85	1.88	1.86	1.84	1.86	1.83	1.78	
Cement, hydraulic.....	2.54	2.44	2.43	2.40	2.38	2.38	2.37	2.35	2.36	2.35	2.37	2.37	2.33	2.30	2.16	
Structural clay products.....	2.00	1.99	1.99	1.98	1.98	1.98	1.96	1.95	1.93	1.94	1.94	1.94	1.94	1.91	1.87	
Pottery and related products.....	2.12	2.11	2.12	2.10	2.10	2.09	2.08	2.07	2.08	2.06	2.05	2.03	2.03	2.04	1.97	
Concrete, gypsum, and plaster products.....	2.12	2.12	2.11	2.11	2.09	2.07	2.06	2.04	2.03	2.05	2.05	2.04	2.04	2.01	1.92	
Cut-stone and stone products.....	1.84	1.85	1.85	1.85	1.85	1.84	1.82	1.81	1.81	1.82	1.81	1.84	1.83	1.81	1.77	
Miscellaneous nonmetallic mineral products.....	2.34	2.34	2.34	2.33	2.33	2.32	2.29	2.29	2.28	2.28	2.25	2.24	2.25	2.21	2.14	
Primary metal industries.....	2.66	2.64	2.81	2.84	2.84	2.83	2.82	2.79	2.77	2.75	2.75	2.74	2.73	2.65	2.50	
Blast furnaces, steel works, and rolling mills.....	3.10	3.09	3.10	3.11	3.10	3.10	3.08	3.05	3.04	3.00	3.00	2.99	2.99	2.88	2.68	
Iron and steel foundries.....	2.43	2.41	2.42	2.44	2.43	2.43	2.42	2.40	2.40	2.39	2.38	2.32	2.33	2.31	2.23	
Primary smelting and refining of nonferrous metals.....	2.71	2.60	2.88	2.87	2.85	2.85	2.84	2.83	2.84	2.83	2.85	2.84	2.82	2.47	2.36	
Secondary smelting and refining of nonferrous metals.....	2.27	2.29	2.27	2.28	2.27	2.26	2.27	2.26	2.26	2.27	2.26	2.25	2.24	2.21	2.14	
Rolling, drawing, and alloying of nonferrous metals.....	2.63	2.63	2.65	2.66	2.65	2.65	2.64	2.62	2.60	2.60	2.59	2.58	2.57	2.51	2.37	
Nonferrous foundries.....	2.46	2.43	2.44	2.44	2.42	2.40	2.39	2.40	2.40	2.39	2.38	2.36	2.35	2.35	2.28	
Miscellaneous primary metal industries.....	2.71	2.70	2.76	2.78	2.80	2.78	2.76	2.74	2.71	2.71	2.71	2.68	2.66	2.61	2.49	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958				Annual average	
	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Average weekly earnings																
Manufacturing—Continued																
Durable goods—Continued																
Fabricated metal products.....	\$90.91	\$90.01	\$97.17	\$99.72	\$98.36	\$96.59	\$95.86	\$94.13	\$93.96	\$96.00	\$94.06	\$93.02	\$93.89	\$90.80	\$88.94	
Tin cans and other tinware.....	116.57	117.55	113.85	113.42	114.91	108.99	106.86	107.27	106.86	106.45	108.82	106.55	107.78	104.42	96.88	
Cutlery, handtools, and hardware.....	93.25	92.03	92.25	93.34	92.06	90.98	91.62	91.21	91.62	96.02	92.77	87.99	86.18	86.18	85.65	
Heating apparatus (except electric) and plumbers' supplies.....	92.00	94.25	92.29	93.43	91.88	90.97	91.43	91.66	89.60	90.90	90.80	92.70	92.03	87.91	83.98	
Fabricated structural metal products.....	97.99	98.64	97.77	100.19	98.00	96.32	94.72	93.62	92.98	95.04	94.80	95.11	96.46	93.43	92.90	
Metal stamping, coating, and engraving.....	106.25	107.00	102.76	105.15	103.32	101.99	100.77	97.36	97.51	100.50	96.70	91.25	95.40	92.63	90.13	
Lighting fixtures.....	95.00	86.27	88.46	91.12	89.42	87.54	84.42	84.21	85.03	85.48	85.48	81.40	83.84	80.17	79.80	
Fabricated wire products.....	87.10	86.30	86.40	92.60	92.60	91.06	89.54	87.67	88.75	90.25	88.58	86.48	87.10	83.74	82.21	
Miscellaneous fabricated metal products.....	96.98	96.98	97.81	101.48	101.29	98.60	98.37	96.56	94.85	95.30	94.62	93.71	93.96	88.53	89.01	
Machinery (except electrical).....	102.91	102.34	103.25	104.75	104.00	103.09	102.42	100.61	99.31	99.06	96.96	94.41	95.60	94.25	94.30	
Engines and turbines.....	108.94	110.95	108.81	112.44	112.66	111.83	111.41	107.98	107.53	105.97	103.96	105.82	104.49	102.30	98.55	
Agricultural machinery and tractors.....	101.22	101.35	103.31	108.55	106.14	105.14	107.84	105.22	100.35	97.27	88.69	96.47	95.74	95.69	91.31	
Construction and mining machinery.....	101.02	108.07	102.84	105.72	104.73	102.01	102.61	99.55	97.77	97.53	90.00	94.09	94.25	91.89	92.84	
Metalworking machinery.....	112.41	113.21	114.33	115.83	115.45	114.75	112.86	110.39	106.90	105.15	102.17	99.31	99.31	101.38	106.57	
Special-industry machinery (except metalworking machinery).....	96.30	97.51	97.56	99.22	97.39	95.82	95.82	95.63	94.90	94.53	92.75	91.25	91.25	89.55	90.06	
General industrial machinery.....	101.36	101.43	101.43	102.41	100.36	99.95	99.46	97.85	97.20	97.85	96.24	95.12	94.33	93.06	92.89	
Office and store machines and devices.....	100.50	96.43	99.80	99.38	98.49	97.00	97.04	96.56	96.04	96.48	96.56	95.27	95.34	93.30	90.23	
Service-industry and household machines.....	97.12	96.96	96.96	98.16	96.22	98.22	95.11	93.34	95.82	97.17	95.84	87.25	94.89	90.68	87.30	
Miscellaneous machinery parts.....	102.01	100.86	102.83	103.81	102.00	101.99	100.85	98.16	98.40	98.51	98.16	92.61	94.47	92.73	91.62	
Average weekly hours																
Fabricated metal products.....	41.5	41.6	41.0	41.9	41.5	41.1	40.8	40.4	40.5	41.2	40.8	40.8	41.0	40.0	40.8	
Tin cans and other tinware.....	42.7	43.7	42.8	42.8	43.2	41.6	41.1	41.1	41.1	41.1	41.9	41.3	42.6	41.6	41.4	
Cutlery, handtools, and hardware.....	40.9	40.9	41.0	41.3	41.1	40.8	40.9	40.9	40.9	42.3	41.6	41.7	39.9	39.7	40.4	
Heating apparatus (except electric) and plumbers' supplies.....	40.0	40.8	40.3	40.8	40.3	39.9	40.1	40.2	40.0	40.4	40.4	41.2	40.9	39.6	39.6	
Fabricated structural metal products.....	41.0	41.1	40.4	41.4	40.7	40.3	39.8	39.5	39.4	40.1	40.0	40.3	40.7	40.1	41.7	
Metal stamping, coating, and engraving.....	42.5	42.8	41.6	42.4	42.0	41.8	41.3	40.4	40.8	41.7	40.8	40.2	41.3	40.1	40.6	
Lighting fixtures.....	42.6	40.5	40.4	41.8	41.4	41.1	40.2	40.1	40.3	40.9	40.9	40.7	40.7	39.3	39.7	
Fabricated wire products.....	40.7	40.9	40.0	41.9	41.9	41.4	40.7	40.4	40.9	41.4	39.9	40.6	40.7	39.6	40.1	
Miscellaneous fabricated metal products.....	41.8	41.8	41.8	43.0	43.1	42.5	42.4	41.8	41.6	41.8	41.5	41.1	41.4	39.7	41.4	
Machinery (except electrical).....	41.0	41.1	41.3	41.9	41.6	41.4	41.3	40.9	40.7	40.6	39.9	39.5	40.0	39.6	41.0	
Engines and turbines.....	40.8	41.4	40.6	41.8	42.0	42.2	42.2	40.9	41.2	40.6	39.6	40.7	40.5	40.1	40.8	
Agricultural machinery and tractors.....	39.5	39.9	40.2	41.3	41.3	41.3	41.8	41.1	40.3	39.7	36.2	39.7	39.4	39.5	39.7	
Construction and mining machinery.....	40.9	41.9	41.6	42.8	42.4	41.3	41.8	40.8	40.4	40.3	40.0	39.7	39.6	39.1	40.9	
Metalworking machinery.....	42.1	42.4	42.5	42.9	42.6	42.5	42.0	41.5	40.8	40.6	39.6	39.1	39.1	39.6	42.8	
Special-industry machinery (except metalworking machinery).....	42.1	41.8	41.7	42.4	41.8	41.3	41.3	41.4	41.3	41.1	40.5	40.2	40.2	39.8	41.5	
General industrial machinery.....	41.2	41.4	41.4	41.8	41.3	41.3	41.1	40.6	40.5	40.5	40.1	39.8	39.8	39.6	41.1	
Office and store machines and devices.....	40.2	39.2	40.9	40.4	40.2	40.0	40.1	39.9	40.1	40.2	40.4	40.2	40.4	39.7	40.1	
Service-industry and household machines.....	40.3	40.4	40.4	40.9	40.6	40.6	40.3	40.4	40.6	41.0	40.4	38.1	40.9	39.6	39.5	
Miscellaneous machinery parts.....	41.3	41.0	41.8	42.2	42.0	41.8	41.5	40.9	41.0	41.0	40.9	39.2	40.2	39.8	40.9	
Average hourly earnings																
Fabricated metal products.....	\$2.39	\$2.38	\$2.37	\$2.38	\$2.37	\$2.35	\$2.35	\$2.33	\$2.32	\$2.33	\$2.32	\$2.28	\$2.29	\$2.27	\$2.18	
Tin cans and other tinware.....	2.73	2.69	2.66	2.65	2.65	2.62	2.60	2.61	2.60	2.59	2.59	2.56	2.53	2.51	2.34	
Cutlery, handtools, and hardware.....	2.28	2.25	2.25	2.26	2.24	2.23	2.24	2.23	2.24	2.27	2.23	2.11	2.16	2.17	2.12	
Heating apparatus (except electric) and plumbers' supplies.....	2.30	2.31	2.29	2.29	2.28	2.28	2.28	2.28	2.24	2.25	2.24	2.25	2.25	2.22	2.12	
Fabricated structural metal products.....	2.39	2.40	2.42	2.42	2.41	2.39	2.38	2.37	2.36	2.37	2.37	2.36	2.37	2.33	2.23	
Metal stamping, coating, and engraving.....	2.50	2.50	2.47	2.48	2.46	2.44	2.44	2.41	2.39	2.41	2.37	2.27	2.31	2.31	2.22	
Lighting fixtures.....	2.23	2.13	2.14	2.18	2.16	2.13	2.10	2.10	2.11	2.09	2.09	2.00	2.06	2.04	2.01	
Fabricated wire products.....	2.14	2.11	2.10	2.21	2.21	2.20	2.20	2.17	2.17	2.18	2.17	2.13	2.14	2.12	2.05	
Miscellaneous fabricated metal products.....	2.32	2.32	2.34	2.36	2.35	2.32	2.32	2.31	2.28	2.28	2.28	2.25	2.27	2.23	2.15	
Machinery (except electrical).....	2.51	2.49	2.50	2.50	2.50	2.49	2.48	2.46	2.44	2.44	2.43	2.39	2.39	2.38	2.30	
Engines and turbines.....	2.67	2.68	2.68	2.69	2.68	2.65	2.64	2.64	2.61	2.61	2.61	2.60	2.58	2.55	2.44	
Agricultural machinery and tractors.....	2.57	2.54	2.57	2.58	2.57	2.57	2.58	2.56	2.49	2.45	2.45	2.43	2.43	2.42	2.30	
Construction and mining machinery.....	2.47	2.46	2.46	2.47	2.47	2.47	2.45	2.44	2.42	2.42	2.40	2.37	2.38	2.35	2.27	
Metalworking machinery.....	2.67	2.67	2.69	2.70	2.71	2.70	2.68	2.66	2.62	2.59	2.58	2.54	2.54	2.56	2.49	
Special-industry machinery (except metalworking machinery).....	2.36	2.34	2.34	2.34	2.33	2.32	2.32	2.31	2.30	2.30	2.29	2.27	2.27	2.25	2.17	
General industrial machinery.....	2.46	2.45	2.45	2.45	2.43	2.42	2.42	2.41	2.40	2.41	2.40	2.39	2.37	2.35	2.26	
Office and store machines and devices.....	2.80	2.46	2.44	2.46	2.45	2.44	2.42	2.42	2.41	2.40	2.39	2.37	2.36	2.35	2.25	
Service-industry and household machines.....	2.41	2.40	2.40	2.40	2.37	2.37	2.36	2.36	2.36	2.37	2.36	2.29	2.32	2.29	2.21	
Miscellaneous machinery parts.....	2.47	2.46	2.46	2.46	2.45	2.44	2.43	2.40	2.40	2.41	2.40	2.36	2.35	2.33	2.24	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1960												1958		Annual average	
	Average weekly earnings												1958	1957		
	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.				
Manufacturing—Continued																
Durable goods—Continued																
Electrical machinery.....	\$80.54	\$80.91	\$80.02	\$80.58	\$80.51	\$88.84	\$80.06	\$88.84	\$88.88	\$80.23	\$88.91	\$85.79	\$87.26	\$85.14	\$83.61	
Electrical generating, transmission, distribution, and industrial apparatus.....	94.37	94.10	94.60	96.00	94.25	93.15	92.92	92.29	92.06	93.61	92.22	90.80	90.63	89.73	88.70	
Electrical appliances.....	90.23	88.48	89.04	89.27	87.53	88.43	88.82	87.30	89.55	87.74	92.06	88.22	87.12	85.86	83.10	
Insulated wire and cable.....	86.50	84.46	86.94	89.24	88.41	87.78	87.36	87.59	89.03	92.01	89.04	88.02	88.30	86.11	85.08	
Electrical equipment for vehicles.....	96.64	96.62	94.47	96.46	96.39	96.63	100.67	99.84	100.38	102.72	99.12	76.81	94.19	89.47	85.85	
Electric lamps.....	80.40	80.48	83.95	85.84	88.37	87.31	86.05	86.48	86.48	87.95	87.74	85.01	81.35	80.27	79.02	
Communication equipment.....	88.13	87.81	85.14	86.67	85.63	84.99	85.20	84.77	85.41	84.89	84.23	83.41	84.24	81.97	78.41	
Miscellaneous electrical products.....	89.19	89.79	90.01	88.34	86.86	85.39	86.65	87.08	89.82	94.57	89.86	84.86	85.89	83.03	81.61	
Transportation equipment.....	108.13	108.14	108.83	109.06	107.98	107.83	107.04	105.59	106.63	110.92	106.78	102.00	100.98	100.60	97.96	
Motor vehicles and equipment.....	111.08	110.15	111.10	111.22	111.76	111.34	109.47	108.93	109.06	117.82	110.70	100.04	98.43	99.96	98.40	
Aircraft and parts.....	106.80	107.18	106.78	107.06	108.71	108.67	105.01	105.67	105.82	103.52	104.19	104.00	104.04	101.91	99.76	
Ship and boat building and repairing.....	99.70	102.87	102.70	100.74	101.91	101.77	102.18	99.97	102.44	101.53	99.72	102.68	100.35	98.00	94.88	
Railroad equipment.....	105.43	110.12	111.38	113.42	105.60	109.30	107.17	104.22	103.09	106.74	104.18	96.75	97.99	100.70	100.80	
Other transportation equipment.....	90.17	91.05	86.43	90.23	90.47	89.23	89.64	88.99	87.23	85.32	79.38	83.24	85.03	82.74	79.59	
Average weekly hours																
Electrical machinery.....	40.8	40.5	40.1	40.8	40.5	40.2	40.3	40.2	40.4	40.6	40.6	39.9	40.4	39.8	40.1	
Electrical generating, transmission, distribution, and industrial apparatus.....	40.5	40.6	40.6	41.2	40.8	40.5	40.4	40.3	40.2	40.7	40.4	40.0	40.1	39.7	40.5	
Electrical appliances.....	39.4	39.5	39.4	39.5	38.9	39.3	39.3	38.8	39.8	39.7	41.1	40.1	39.6	38.8	39.2	
Insulated wire and cable.....	40.8	40.8	41.4	42.7	42.3	42.2	41.6	42.1	42.6	43.4	42.2	42.2	42.0	41.4	41.5	
Electrical equipment for vehicles.....	40.1	38.3	40.2	40.7	40.5	40.6	41.6	41.6	42.0	42.8	41.3	34.6	40.6	38.9	39.2	
Electric lamps.....	41.2	40.6	39.6	40.3	41.1	40.8	40.4	40.6	40.6	41.1	41.0	40.1	39.3	39.3	39.7	
Communication equipment.....	40.8	40.7	39.6	40.5	40.2	39.9	40.0	39.8	40.1	39.9	40.3	40.1	40.5	39.6	39.8	
Miscellaneous electrical products.....	41.1	41.0	41.1	40.9	40.4	39.9	40.3	40.5	41.2	42.6	41.6	40.8	40.9	40.3	40.4	
Transportation equipment.....	39.9	40.2	40.8	41.0	40.9	41.0	40.7	40.3	40.7	41.7	40.6	40.0	39.6	39.8	40.4	
Motor vehicles and equipment.....	40.1	40.2	41.3	41.5	41.7	41.7	41.0	40.2	41.0	43.0	41.0	39.7	38.6	39.2	40.0	
Aircraft and parts.....	40.3	40.6	40.6	40.9	40.5	40.8	40.7	40.8	40.9	40.9	40.7	40.6	40.8	40.6	41.0	
Ship and boat building and repairing.....	38.2	39.0	39.2	39.2	39.5	39.6	39.3	38.6	39.4	39.3	38.8	39.8	39.2	39.2	39.7	
Railroad equipment.....	38.7	39.9	40.5	40.8	38.4	39.6	39.4	38.6	37.9	39.1	38.3	35.7	36.7	38.0	40.0	
Other transportation equipment.....	40.8	41.2	40.2	41.2	41.5	41.5	41.5	41.2	40.2	39.5	37.8	40.4	40.3	39.4	39.4	
Average hourly earnings																
Electrical machinery.....	\$2.23	\$2.22	\$2.22	\$2.22	\$2.21	\$2.21	\$2.21	\$2.21	\$2.20	\$2.20	\$2.19	\$2.15	\$2.16	\$2.15	\$2.07	
Electrical generating, transmission, distribution, and industrial apparatus.....	2.33	2.32	2.33	2.33	2.31	2.30	2.30	2.29	2.29	2.30	2.29	2.27	2.26	2.26	2.19	
Electrical appliances.....	2.29	2.24	2.26	2.26	2.25	2.25	2.25	2.25	2.25	2.21	2.24	2.20	2.20	2.20	2.12	
Insulated wire and cable.....	2.12	2.07	2.10	2.09	2.09	2.08	2.10	2.09	2.09	2.12	2.11	2.10	2.10	2.08	2.05	
Electrical equipment for vehicles.....	2.41	2.34	2.35	2.37	2.38	2.38	2.42	2.40	2.39	2.40	2.40	2.22	2.32	2.30	2.19	
Electric lamps.....	2.17	2.13	2.12	2.13	2.15	2.14	2.13	2.13	2.13	2.14	2.14	2.12	2.07	2.05	1.93	
Communication equipment.....	2.16	2.15	2.15	2.14	2.13	2.13	2.13	2.13	2.13	2.12	2.09	2.08	2.08	2.07	1.97	
Miscellaneous electrical products.....	2.17	2.19	2.19	2.16	2.15	2.14	2.15	2.15	2.15	2.22	2.16	2.08	2.10	2.11	2.02	
Transportation equipment.....	2.71	2.69	2.66	2.66	2.64	2.63	2.63	2.62	2.62	2.66	2.63	2.55	2.55	2.53	2.41	
Motor vehicles and equipment.....	2.77	2.74	2.69	2.68	2.68	2.67	2.67	2.66	2.66	2.74	2.70	2.52	2.55	2.55	2.46	
Aircraft and parts.....	2.65	2.64	2.63	2.64	2.61	2.60	2.58	2.59	2.58	2.58	2.56	2.57	2.55	2.51	2.36	
Ship and boat building and repairing.....	2.61	2.63	2.62	2.57	2.58	2.57	2.60	2.59	2.60	2.59	2.57	2.58	2.56	2.50	2.39	
Railroad equipment.....	2.76	2.75	2.75	2.78	2.75	2.76	2.72	2.70	2.72	2.73	2.72	2.71	2.67	2.65	2.62	
Other transportation equipment.....	2.21	2.21	2.15	2.19	2.18	2.15	2.16	2.16	2.17	2.16	2.10	2.11	2.11	2.10	2.02	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958				Annual average	
	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Manufacturing—Continued																
Average weekly earnings																
Durable goods—Continued																
Instruments and related products.....	\$93.89	\$93.48	\$93.71	\$94.35	\$91.98	\$92.21	\$91.53	\$91.13	\$91.17	\$91.62	\$90.76	\$89.28	\$89.47	\$87.38	\$85.03	
Laboratory, scientific, and engineering instruments.....	110.35	112.63	109.93	112.10	108.42	110.30	110.04	109.62	109.04	109.13	108.00	105.73	107.74	103.07	97.17	
Mechanical measuring and controlling instruments.....	92.21	91.98	93.52	95.30	93.30	92.66	91.53	90.27	91.58	91.80	89.87	87.96	88.18	86.72	85.27	
Optical instruments and lenses.....	93.38	93.84	93.30	90.05	90.35	88.29	88.48	89.76	88.70	92.04	94.82	93.95	93.60	88.51	83.22	
Surgical, medical, and dental instruments.....	85.49	83.03	83.64	82.62	81.41	81.61	81.00	81.00	81.61	81.81	80.80	81.20	80.99	78.00	74.37	
Ophthalmic goods.....	77.03	77.97	78.94	78.55	77.16	76.95	76.00	76.19	74.82	74.24	74.80	73.84	73.30	71.41	67.26	
Photographic apparatus.....	106.24	104.55	105.32	105.32	103.63	102.47	101.96	102.47	100.37	100.37	99.80	98.68	97.44	97.53	94.60	
Watches and clocks.....	79.37	79.15	77.01	77.42	75.46	76.23	75.65	76.02	76.61	75.83	75.81	76.38	75.24	73.71	72.15	
Miscellaneous manufacturing industries																
Jewelry, silverware, and plated ware.....	70.95	76.76	75.00	76.95	76.87	76.57	75.60	75.39	75.79	75.95	75.14	74.56	74.19	73.28	72.22	
Musical instruments and parts.....	80.87	79.68	75.17	77.87	78.47	78.09	77.33	77.27	76.89	81.98	82.70	80.33	76.67	75.70	74.07	
Toys and sporting goods.....	91.36	88.34	85.24	86.93	86.88	87.51	88.78	87.94	88.15	92.88	88.58	88.81	87.33	83.79	83.03	
Pens, pencils, other office supplies.....	70.62	68.73	67.69	67.69	68.38	68.95	68.64	67.55	69.56	67.55	68.16	68.40	67.37	66.91	65.09	
Costume jewelry, buttons, notions.....	70.35	71.86	68.82	71.60	70.22	70.05	70.00	69.65	68.68	69.20	68.28	67.15	67.43	67.72	67.38	
Fabricated plastics products.....	70.22	69.30	68.39	70.88	70.33	69.43	67.20	67.15	65.57	65.40	67.99	66.25	66.19	65.18	65.07	
Other manufacturing industries.....	83.00	83.00	83.40	83.82	83.30	81.97	81.36	82.35	83.20	82.76	81.54	81.76	82.74	79.17	78.81	
	78.60	79.99	79.79	81.00	79.40	79.20	78.41	78.01	78.80	77.41	76.42	76.22	76.24	76.04	74.64	
Average weekly hours																
Instruments and related products.....	41.0	41.0	41.1	41.2	40.7	40.8	40.5	40.5	40.7	40.9	40.7	40.4	40.3	39.9	40.3	
Laboratory, scientific, and engineering instruments.....	41.8	42.5	41.8	42.3	41.7	42.1	42.0	42.0	42.1	42.3	41.7	41.3	41.6	40.9	41.0	
Mechanical measuring and controlling instruments.....	40.8	40.7	41.2	41.8	41.1	41.0	40.5	40.3	40.7	40.8	40.3	39.8	39.9	39.6	40.5	
Optical instruments and lenses.....	40.6	40.8	41.1	40.2	40.7	40.5	40.4	40.8	40.5	42.3	43.1	42.9	42.5	40.6	40.2	
Surgical, medical, and dental instruments.....	41.3	40.5	41.0	40.7	40.3	40.2	40.1	40.3	40.6	40.7	40.4	40.6	40.7	40.0	40.2	
Ophthalmic goods.....	39.5	40.4	40.9	40.7	40.4	40.5	40.0	40.1	39.8	39.7	40.0	39.7	39.2	38.6	38.5	
Photographic apparatus.....	41.5	41.0	41.3	41.3	40.8	40.5	40.3	40.5	40.8	40.8	40.9	40.4	40.1	40.3	40.6	
Watches and clocks.....	40.7	40.5	39.9	39.7	39.3	39.7	39.4	39.8	39.9	39.7	39.9	40.2	39.6	39.0	38.9	
Miscellaneous manufacturing industries																
Jewelry, silverware, and plated ware.....	40.5	40.4	40.0	40.5	40.3	40.3	40.0	40.1	40.1	40.4	40.4	40.3	40.1	39.6	39.9	
Musical instruments and parts.....	41.9	41.5	40.2	41.2	41.3	41.1	40.7	41.1	40.9	42.7	43.3	42.5	41.0	40.7	40.7	
Toys and sporting goods.....	42.1	40.9	40.4	41.2	40.6	40.7	41.1	40.9	41.0	42.8	41.2	41.5	41.0	39.9	40.5	
Pens, pencils, other office supplies.....	39.9	39.5	38.9	38.9	39.3	39.4	39.0	38.6	39.3	38.6	39.4	40.0	39.4	38.9	39.1	
Costume jewelry, buttons, notions.....	40.2	40.6	39.1	40.5	39.9	39.8	40.0	39.8	39.7	40.0	39.7	39.5	39.9	39.6	40.3	
Fabricated plastics products.....	39.9	39.6	38.6	40.5	40.2	39.9	39.3	39.5	38.8	39.4	39.3	39.2	39.4	38.8	39.2	
Other manufacturing industries.....	41.5	41.5	41.7	41.7	41.6	41.4	41.3	41.8	41.6	41.8	41.6	41.5	42.0	40.6	41.6	
	39.9	40.4	40.3	40.5	39.9	40.0	39.8	39.8	40.0	39.9	39.8	39.7	39.5	39.4	39.7	
Average hourly earnings																
Instruments and related products.....	\$2.29	\$2.28	\$2.28	\$2.29	\$2.26	\$2.26	\$2.26	\$2.25	\$2.24	\$2.24	\$2.23	\$2.21	\$2.22	\$2.19	\$2.11	
Laboratory, scientific, and engineering instruments.....	2.64	2.65	2.63	2.65	2.60	2.62	2.62	2.61	2.59	2.58	2.59	2.56	2.59	2.52	2.37	
Mechanical measuring and controlling instruments.....	2.26	2.26	2.27	2.28	2.27	2.26	2.26	2.24	2.25	2.25	2.23	2.21	2.21	2.19	2.13	
Optical instruments and lenses.....	2.30	2.30	2.27	2.24	2.22	2.18	2.19	2.20	2.19	2.19	2.20	2.19	2.20	2.18	2.12	
Surgical, medical, and dental instruments.....	2.07	2.05	2.04	2.03	2.02	2.03	2.02	2.01	2.01	2.01	2.00	2.00	1.99	1.95	1.85	
Ophthalmic goods.....	1.95	1.93	1.93	1.93	1.91	1.90	1.90	1.90	1.88	1.87	1.87	1.86	1.87	1.85	1.69	
Photographic apparatus.....	2.56	2.55	2.55	2.55	2.54	2.53	2.53	2.53	2.46	2.46	2.44	2.44	2.43	2.42	2.33	
Watches and clocks.....	1.95	1.94	1.93	1.95	1.92	1.92	1.92	1.91	1.92	1.91	1.90	1.90	1.90	1.89	1.85	
Miscellaneous manufacturing industries																
Jewelry, silverware, and plated ware.....	1.90	1.90	1.89	1.90	1.90	1.90	1.89	1.88	1.89	1.88	1.86	1.85	1.85	1.85	1.81	
Musical instruments and parts.....	1.93	1.92	1.87	1.89	1.90	1.90	1.90	1.88	1.88	1.92	1.91	1.89	1.87	1.86	1.82	
Toys and sporting goods.....	2.17	2.16	2.11	2.11	2.14	2.15	2.16	2.15	2.15	2.17	2.15	2.14	2.13	2.10	2.05	
Pens, pencils, other office supplies.....	1.77	1.74	1.74	1.74	1.74	1.75	1.76	1.75	1.77	1.75	1.73	1.71	1.71	1.72	1.68	
Costume jewelry, buttons, notions.....	1.75	1.77	1.76	1.77	1.75	1.76	1.75	1.73	1.73	1.73	1.72	1.70	1.69	1.71	1.67	
Fabricated plastics products.....	1.76	1.75	1.72	1.75	1.75	1.74	1.71	1.70	1.69	1.66	1.73	1.69	1.68	1.68	1.66	
Other manufacturing industries.....	2.00	2.00	2.00	2.01	2.00	1.98	1.97	1.97	2.00	1.98	1.96	1.97	1.97	1.95	1.91	
	1.97	1.98	1.98	2.00	1.99	1.98	1.97	1.96	1.97	1.94	1.92	1.92	1.93	1.93	1.88	

See footnotes at end of table

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958		Annual average		
	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957
Manufacturing—Continued															
Average weekly earnings															
Nondurable goods															
Food and kindred products.....	\$86.63	\$84.87	\$85.48	\$85.69	\$85.68	\$84.42	\$84.42	\$83.60	\$84.68	\$84.46	\$83.64	\$81.80	\$82.78	\$81.81	\$78.17
Meat products.....	101.95	95.06	95.53	94.60	94.54	93.37	93.77	91.73	95.65	95.03	97.44	93.25	93.94	91.06	87.08
Dairy products.....	90.74	86.53	87.66	87.77	86.11	84.25	84.86	83.43	84.44	83.40	82.99	82.76	84.13	81.90	77.83
Canning and preserving.....	68.21	71.65	66.62	66.42	67.42	66.38	68.32	67.55	66.80	64.96	62.16	66.73	71.06	66.13	63.57
Grain-mill products.....	95.47	93.73	93.49	92.38	90.30	83.20	90.94	90.09	92.84	92.63	91.57	91.94	92.53	89.79	85.50
Bakery products.....	55.67	53.21	54.25	54.25	53.43	50.99	51.40	51.80	50.19	51.20	70.80	80.00	79.80	79.00	75.76
Sugar.....	99.01	93.84	94.58	93.89	103.60	91.39	91.69	87.74	89.89	91.68	93.84	87.02	92.60	89.73	84.44
Confectionery and related products.....	70.88	69.48	69.62	70.27	69.34	67.59	68.61	67.20	67.89	67.43	66.36	66.80	66.55	66.30	64.45
Beverages.....	100.67	96.60	99.00	98.77	98.06	95.75	93.93	92.66	92.10	94.71	92.97	92.40	93.03	92.23	88.98
Miscellaneous food products.....	87.98	85.27	84.44	83.80	83.82	82.61	83.01	83.62	82.60	83.40	84.42	82.19	82.78	80.95	76.86
Tobacco manufactures.....	63.65	65.08	70.58	67.90	67.51	65.02	64.39	63.53	63.63	66.17	62.72	60.19	60.18	62.66	58.67
Cigarettes.....	82.40	87.44	87.81	80.60	81.41	77.42	77.22	77.41	79.95	85.17	80.73	76.87	76.98	77.65	73.90
Cigars.....	54.53	53.06	52.78	54.14	51.89	51.18	51.56	51.80	51.80	53.34	55.30	54.49	54.77	51.79	49.63
Tobacco and snuff.....	66.35	67.12	68.60	67.03	67.41	65.08	64.84	65.19	65.32	66.55	63.75	62.95	61.82	62.79	60.75
Tobacco stemming and redrying.....	51.79	50.65	50.19	60.64	62.95	58.46	54.02	51.30	50.14	52.77	44.14	47.36	48.62	40.92	45.13
Average weekly hours															
Food and kindred products.....	41.4	41.4	40.9	41.0	40.8	40.2	40.2	40.9	40.8	41.0	41.6	40.9	41.6	40.7	40.5
Meat products.....	43.2	40.8	41.0	40.6	40.4	39.9	39.9	39.2	40.7	41.4	42.0	40.9	41.2	40.3	40.5
Dairy products.....	42.6	41.8	42.3	42.4	41.5	41.5	41.6	41.3	41.8	41.7	41.5	41.8	42.3	42.0	42.3
Canning and preserving.....	39.2	41.9	38.9	39.3	39.2	39.2	38.6	38.6	38.2	38.0	37.9	40.2	42.3	39.6	39.0
Grain-mill products.....	44.2	43.8	44.1	44.2	43.0	42.2	43.1	42.9	44.0	43.9	43.4	44.2	44.7	43.8	43.4
Bakery products.....	40.6	40.2	40.7	40.7	40.5	39.7	40.1	40.1	39.7	40.2	39.0	40.2	40.1	40.1	40.3
Sugar.....	41.6	40.8	41.3	41.0	43.9	40.8	41.3	41.0	42.6	50.1	51.0	44.4	41.9	44.2	43.3
Confectionery and related products.....	40.5	39.7	39.5	39.7	39.4	39.0	38.5	39.3	39.7	39.9	39.7	40.0	41.4	39.7	39.8
Beverages.....	41.6	41.5	41.8	41.5	41.2	40.4	39.8	39.6	39.7	40.3	39.9	40.0	40.1	40.1	39.9
Miscellaneous food products.....	42.3	41.8	41.8	41.9	41.7	41.1	41.3	41.6	41.3	41.7	42.0	41.3	41.6	41.3	41.1
Tobacco manufactures.....	40.8	40.7	40.1	39.3	38.5	37.8	38.1	38.5	38.8	40.1	39.2	39.6	40.1	39.1	38.6
Cigarettes.....	41.2	43.5	42.8	40.5	40.5	39.3	39.4	39.9	41.0	42.8	41.4	40.3	40.2	40.6	40.0
Cigars.....	38.4	37.9	37.7	38.4	38.8	36.3	36.9	37.0	37.0	38.1	39.8	39.2	39.4	37.8	37.6
Tobacco and snuff.....	37.7	38.8	39.2	38.3	38.3	37.4	37.7	37.9	38.2	38.8	37.5	37.3	37.3	37.6	37.5
Tobacco stemming and redrying.....	42.8	40.2	37.7	37.9	39.1	37.0	37.0	38.0	37.7	38.8	35.6	39.6	41.2	38.7	38.2
Average hourly earnings															
Food and kindred products.....	\$2.09	\$2.05	\$2.09	\$2.09	\$2.10	\$2.10	\$2.10	\$2.09	\$2.09	\$2.06	\$2.04	\$2.00	\$1.99	\$2.01	\$1.93
Meat products.....	2.36	2.33	2.33	2.33	2.34	2.34	2.35	2.34	2.35	2.31	2.32	2.28	2.28	2.26	2.15
Dairy products.....	2.13	2.07	2.07	2.07	2.06	2.03	2.04	2.02	2.02	2.00	1.99	1.98	1.99	1.95	1.84
Canning and preserving.....	1.74	1.71	1.71	1.69	1.72	1.77	1.77	1.75	1.75	1.71	1.64	1.65	1.68	1.67	1.63
Grain-mill products.....	2.16	2.14	2.12	2.09	2.10	2.09	2.11	2.10	2.11	2.11	2.11	2.08	2.07	2.05	1.97
Bakery products.....	2.11	2.07	2.07	2.07	2.06	2.04	2.03	2.04	2.02	2.02	2.00	1.99	1.99	1.97	1.88
Sugar.....	2.38	2.30	2.29	2.29	2.36	2.24	2.22	2.14	2.11	1.83	1.84	1.96	2.21	2.03	1.95
Confectionery and related products.....	1.75	1.75	1.77	1.77	1.76	1.74	1.73	1.71	1.71	1.69	1.67	1.67	1.68	1.67	1.62
Beverages.....	2.42	2.40	2.39	2.38	2.38	2.37	2.36	2.34	2.32	2.35	2.33	2.31	2.32	2.30	2.23
Miscellaneous food products.....	2.08	2.04	2.02	2.00	2.01	2.01	2.01	2.01	2.01	2.00	2.06	2.01	1.99	1.99	1.96
Tobacco manufactures.....	1.56	1.62	1.76	1.73	1.74	1.72	1.69	1.65	1.64	1.65	1.60	1.52	1.50	1.60	1.52
Cigarettes.....	2.00	2.01	2.04	1.99	2.01	1.97	1.96	1.94	1.95	1.99	1.95	1.90	1.89	1.91	1.84
Cigars.....	1.42	1.40	1.40	1.41	1.41	1.41	1.40	1.40	1.40	1.40	1.40	1.39	1.39	1.37	1.32
Tobacco and snuff.....	1.76	1.73	1.75	1.75	1.75	1.74	1.72	1.72	1.71	1.71	1.70	1.68	1.66	1.67	1.62
Tobacco stemming and redrying.....	1.21	1.26	1.57	1.60	1.61	1.58	1.46	1.35	1.33	1.36	1.24	1.19	1.18	1.29	1.26

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958				Annual average	
	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
	Average weekly earnings															
Manufacturing—Continued																
Nondurable goods—Continued																
Textile-mill products.....	\$63.28	\$64.87	\$63.83	\$64.46	\$63.83	\$63.27	\$63.43	\$61.66	\$60.89	\$61.10	\$61.26	\$60.95	\$59.95	\$58.29	\$58.35	
Scouring and combing plants.....	74.34	70.11	75.16	75.85	73.87	73.65	70.29	68.30	70.52	66.62	65.45	64.88	65.99	64.96	64.32	
Yarn and thread mills.....	59.00	60.20	59.45	60.85	59.45	59.20	58.25	56.52	55.70	56.26	56.12	55.13	54.46	52.36	52.72	
Broad-woven fabric mills.....	63.27	64.90	63.71	64.02	63.55	62.42	62.17	59.98	59.09	59.54	59.42	58.96	57.96	56.26	56.70	
Narrow fabrics and smallwares.....	65.53	64.96	65.69	66.96	66.55	66.65	64.31	64.21	63.27	63.34	62.49	61.31	61.69	60.37	60.80	
Knitting mills.....	57.45	58.71	57.13	58.41	57.06	57.37	57.22	56.68	55.94	56.74	56.16	57.45	57.18	54.75	54.09	
Dyeing and finishing textiles.....	69.32	71.04	70.45	74.22	72.74	71.90	72.80	70.81	67.98	68.39	69.39	69.68	67.32	66.83	66.99	
Carpets, rugs, other floor coverings.....	59.73	61.51	62.91	79.76	71.71	61.31	63.03	62.99	62.41	61.79	61.37	61.51	60.41	77.30	74.70	
Hats (except cloth and millinery).....	59.84	64.90	60.35	62.93	62.73	60.86	61.16	64.81	63.75	61.88	59.16	55.25	58.98	55.74	59.04	
Miscellaneous textile goods.....	74.52	74.48	74.44	75.03	73.89	72.72	73.44	72.54	71.20	73.03	71.56	71.28	72.92	68.95	69.03	
Apparel and other finished textile products.....	55.85	56.85	55.57	55.05	55.63	55.63	55.85	56.15	55.08	54.87	54.42	55.08	55.23	53.45	53.64	
Men's and boys' suits and coats.....	67.46	67.61	64.18	65.65	65.84	64.06	63.18	63.88	63.38	62.65	61.60	61.41	63.01	60.37	63.01	
Men's and boys' furnishings and work clothing.....	49.91	49.66	48.90	49.02	48.50	48.25	48.38	47.62	47.09	47.47	47.21	47.60	48.38	46.08	46.23	
Women's outerwear.....	57.78	61.24	60.20	57.29	60.01	61.05	61.07	61.94	59.86	58.65	57.29	58.30	57.96	57.63	58.10	
Women's, children's undergarments.....	51.94	51.89	50.09	51.15	50.68	50.74	51.66	50.92	49.68	50.14	52.40	52.30	50.85	49.59	48.91	
Millinery.....	66.82	68.61	64.33	56.43	62.10	58.83	65.34	69.75	55.52	62.84	56.90	62.84	59.92	64.05	62.11	
Children's outerwear.....	50.30	51.24	53.02	52.08	51.01	49.13	49.40	52.60	51.38	49.27	50.05	61.71	60.54	60.23	50.55	
Miscellaneous apparel and accessories.....	52.77	53.82	52.59	52.97	51.69	52.26	51.97	52.45	52.73	53.30	52.97	53.48	52.82	50.76	49.90	
Other fabricated textile products.....	60.06	58.75	59.28	60.13	59.44	60.00	59.97	59.06	59.03	58.59	59.06	57.91	59.14	56.85	56.70	
Average weekly hours																
Textile-mill products.....	39.8	40.8	40.4	40.8	40.4	40.3	40.4	40.3	39.8	40.2	40.3	40.1	39.7	38.6	38.9	
Scouring and combing plants.....	42.0	41.0	43.7	44.1	43.2	44.1	42.6	41.9	43.0	41.9	40.4	40.3	41.5	40.6	40.2	
Yarn and thread mills.....	39.6	40.4	39.9	40.3	39.9	40.0	39.9	39.8	39.5	39.9	39.8	39.1	38.9	37.4	38.2	
Broad-woven fabric mills.....	40.3	41.6	41.1	41.3	41.0	40.8	40.9	40.8	40.2	40.5	40.7	40.4	39.7	38.8	39.1	
Narrow fabrics and smallwares.....	40.2	40.1	40.8	41.6	41.4	41.4	40.7	40.9	40.3	40.6	39.8	39.3	39.3	39.2	40.0	
Knitting mills.....	35.3	39.4	38.6	39.2	38.7	38.5	38.4	38.3	37.8	38.6	39.3	39.1	38.9	37.6	37.3	
Dyeing and finishing textiles.....	40.3	41.3	41.2	42.9	42.0	42.1	42.4	42.1	41.2	41.8	41.6	41.7	40.8	40.5	40.6	
Carpets, rugs, other floor coverings.....	41.4	41.8	42.3	40.9	41.9	41.8	42.8	43.0	42.7	42.6	42.9	42.1	40.9	40.9	40.6	
Hats (except cloth and millinery).....	35.2	37.3	35.5	36.8	36.9	35.5	36.2	37.9	37.5	36.4	34.8	33.3	34.9	35.6	36.0	
Miscellaneous textile goods.....	40.5	40.7	40.9	41.0	40.6	40.4	40.3	40.0	40.5	40.2	40.3	40.1	41.2	39.4	39.9	
Apparel and other finished textile products.....	36.5	37.4	36.8	36.7	36.6	36.6	36.5	36.7	36.0	36.1	35.8	36.0	36.1	35.4	36.0	
Men's and boys' suits and coats.....	37.9	38.2	37.1	37.3	37.2	36.4	35.9	36.5	36.0	35.8	34.8	34.5	35.6	34.3	35.6	
Men's and boys' furnishings and work clothing.....	38.1	38.8	38.2	38.3	37.6	37.4	37.5	37.2	36.5	36.8	36.6	36.9	37.5	36.0	36.4	
Women's outerwear.....	33.4	35.4	35.0	34.1	35.3	35.7	35.3	35.6	34.5	34.5	33.5	33.7	33.5	34.1	35.0	
Women's, children's undergarments.....	37.1	37.6	36.3	36.8	35.2	36.5	36.9	36.9	36.0	36.6	37.7	37.9	37.4	36.2	36.5	
Millinery.....	34.8	36.3	34.4	31.7	29.6	32.5	36.5	37.3	36.2	35.5	32.7	36.3	36.4	35.0	35.9	
Children's outerwear.....	35.6	36.6	37.6	37.2	36.7	35.6	35.8	37.5	36.7	35.7	36.8	37.2	36.1	36.4	36.9	
Miscellaneous apparel and accessories.....	36.9	37.9	37.3	37.3	36.4	36.8	36.6	37.2	37.4	37.6	37.3	37.4	37.2	36.0	35.6	
Other fabricated textile products.....	38.5	38.4	38.0	38.3	38.1	38.6	38.2	38.1	37.6	37.5	38.1	38.1	38.4	37.4	37.8	
Average hourly earnings																
Textile-mill products.....	\$1.59	\$1.59	\$1.58	\$1.58	\$1.58	\$1.57	\$1.57	\$1.53	\$1.53	\$1.52	\$1.52	\$1.52	\$1.51	\$1.51	\$1.50	
Scouring and combing plants.....	1.77	1.71	1.72	1.72	1.71	1.67	1.65	1.63	1.64	1.69	1.62	1.61	1.59	1.50	1.60	
Yarn and thread mills.....	1.49	1.49	1.49	1.49	1.49	1.48	1.46	1.42	1.41	1.41	1.41	1.41	1.40	1.40	1.38	
Broad-woven fabric mills.....	1.57	1.56	1.55	1.55	1.55	1.53	1.52	1.47	1.47	1.47	1.46	1.46	1.46	1.45	1.45	
Narrow fabrics and smallwares.....	1.63	1.62	1.61	1.61	1.61	1.61	1.58	1.57	1.57	1.56	1.57	1.56	1.55	1.54	1.52	
Knitting mills.....	1.50	1.49	1.48	1.49	1.49	1.49	1.49	1.48	1.48	1.47	1.48	1.47	1.47	1.46	1.45	
Dyeing and finishing textiles.....	1.72	1.72	1.71	1.73	1.72	1.71	1.71	1.67	1.65	1.66	1.66	1.67	1.65	1.65	1.65	
Carpets, rugs, other floor coverings.....	1.95	1.95	1.96	1.95	1.95	1.95	1.94	1.93	1.93	1.92	1.91	1.90	1.91	1.89	1.84	
Hats (except cloth and millinery).....	1.70	1.74	1.70	1.71	1.70	1.70	1.69	1.70	1.70	1.70	1.70	1.66	1.69	1.65	1.64	
Miscellaneous textile goods.....	1.84	1.83	1.82	1.83	1.82	1.80	1.80	1.80	1.78	1.79	1.78	1.76	1.77	1.75	1.73	
Apparel and other finished textile products.....	1.53	1.52	1.51	1.50	1.52	1.52	1.53	1.53	1.53	1.52	1.52	1.53	1.53	1.51	1.49	
Men's and boys' suits and coats.....	1.78	1.77	1.73	1.76	1.77	1.76	1.76	1.75	1.76	1.75	1.77	1.78	1.77	1.76	1.77	
Men's and boys' furnishings and work clothing.....	1.31	1.28	1.28	1.28	1.29	1.29	1.29	1.28	1.29	1.29	1.29	1.29	1.29	1.28	1.27	
Women's outerwear.....	1.73	1.73	1.72	1.68	1.70	1.71	1.73	1.74	1.72	1.70	1.71	1.73	1.73	1.69	1.66	
Women's, children's undergarments.....	1.40	1.38	1.38	1.39	1.40	1.39	1.40	1.38	1.38	1.37	1.39	1.38	1.36	1.37	1.34	
Millinery.....	1.92	1.89	1.87	1.78	1.76	1.81	1.79	1.87	1.81	1.77	1.74	1.88	1.91	1.83	1.73	
Children's outerwear.....	1.41	1.40	1.41	1.40	1.39	1.38	1.38	1.40	1.40	1.38	1.36	1.39	1.40	1.38	1.37	
Miscellaneous apparel and accessories.....	1.43	1.42	1.41	1.42	1.42	1.42	1.42	1.41	1.41	1.42	1.42	1.43	1.42	1.41	1.39	
Other fabricated textile products.....	1.56	1.53	1.56	1.57	1.56	1.57	1.57	1.55	1.57	1.55	1.55	1.52	1.54	1.52	1.50	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959											1958				Annual average	
	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957		
Average weekly earnings																	
Manufacturing—Continued																	
<i>Nondurable goods—Continued</i>																	
Paper and allied products.....	\$96.54	\$95.66	\$95.03	\$94.60	\$93.82	\$92.87	\$92.07	\$92.01	\$91.58	\$91.16	\$90.98	\$91.38	\$91.33	\$88.83	\$88.29		
Pulp, paper, and paperboard mills.....	106.66	104.08	104.78	102.75	101.64	100.74	100.07	99.39	99.02	98.40	98.72	98.75	98.30	96.10	94.18		
Paperboard containers and boxes.....	90.10	90.31	87.78	87.99	87.67	86.11	86.74	85.28	85.08	85.07	86.00	86.50	90.09	82.41	79.90		
Other paper and allied products.....	83.83	83.00	83.00	83.40	83.20	83.60	82.78	82.78	81.77	81.16	80.75	80.95	80.75	78.95	76.97		
Printing, publishing, and allied industries.....	105.65	103.79	103.52	102.87	102.11	102.11	102.04	100.44	99.94	101.76	99.30	99.08	99.56	97.90	96.35		
Newspapers.....	111.19	108.32	106.02	108.63	108.22	107.87	105.69	104.50	103.93	100.86	105.44	105.19	104.40	103.43	102.03		
Periodicals.....	122.96	119.83	114.39	108.67	106.50	106.63	111.50	106.00	104.15	104.15	102.70	105.73	107.88	102.97	101.03		
Books.....	92.86	93.61	90.28	90.62	90.00	90.06	90.52	87.98	88.88	87.58	86.46	87.42	88.53	85.80	84.35		
Commercial printing.....	105.34	102.05	102.53	101.92	100.61	101.39	102.68	99.57	99.94	100.19	98.39	99.04	100.19	97.22	95.76		
Lithographing.....	108.20	108.15	106.58	106.26	104.41	103.75	103.34	103.88	101.53	101.28	100.61	100.10	101.89	98.81	95.58		
Greeting cards.....	68.96	68.40	69.50	70.02	68.99	70.10	71.21	70.25	71.53	68.68	68.60	65.77	66.00	67.08	64.18		
Bookbinding and related industries.....	81.69	81.12	81.35	80.11	79.28	79.10	78.52	78.13	79.13	78.95	77.98	76.40	75.43	74.86	73.71		
Miscellaneous publishing and printing services.....	116.10	116.10	116.43	115.28	116.70	115.12	117.00	116.19	113.45	112.62	113.78	112.42	110.70	110.75	110.78		
Average weekly hours																	
Paper and allied products.....	43.1	43.1	43.0	43.0	42.9	42.6	42.7	42.4	42.4	42.4	42.5	42.7	42.7	41.9	42.3		
Pulp, paper, and paperboard mills.....	44.4	44.1	44.4	44.1	44.0	43.8	43.7	43.4	43.5	43.4	43.3	43.5	43.7	42.9	43.4		
Paperboard containers and boxes.....	42.3	42.6	41.8	41.9	41.9	41.2	41.7	41.2	41.1	41.7	42.2	42.4	42.2	41.0	41.4		
Other paper and allied products.....	41.6	41.5	41.5	41.7	41.6	41.8	41.6	41.6	41.3	41.2	41.2	41.3	41.2	40.7	40.9		
Printing, publishing, and allied industries.....	38.7	38.3	38.2	38.1	38.1	38.1	38.3	37.9	38.0	38.4	37.9	37.9	38.0	37.8	38.5		
Newspapers.....	36.1	35.4	35.3	35.5	35.6	35.6	35.2	35.2	35.0	36.4	35.5	35.3	35.3	35.3	35.8		
Periodicals.....	42.4	41.9	41.0	40.1	39.3	39.5	40.4	39.7	39.3	39.3	38.9	39.6	39.8	39.3	40.1		
Books.....	40.2	40.7	39.4	39.4	39.3	39.3	39.7	39.1	39.5	39.1	38.6	39.2	39.7	39.0	39.6		
Commercial printing.....	39.9	39.1	39.4	39.2	39.3	39.3	39.5	39.2	39.5	39.6	39.2	39.3	39.6	39.2	39.9		
Lithographing.....	40.0	39.9	39.9	39.5	39.4	39.3	39.6	39.2	39.9	39.4	39.3	39.1	39.3	38.9	39.4		
Greeting cards.....	38.1	38.0	38.4	38.9	38.6	38.1	38.7	38.6	39.1	38.8	39.2	37.8	38.2	38.3	38.2		
Bookbinding and related industries.....	38.9	39.0	39.1	38.7	38.8	38.4	38.3	38.3	38.6	38.7	38.2	38.2	37.9	38.0	39.0		
Miscellaneous publishing and printing services.....	38.7	38.7	38.3	38.3	39.9	38.8	38.9	38.6	38.2	38.0	37.8	37.6	37.4	37.8	38.6		
Average hourly earnings																	
Paper and allied products.....	\$2.24	\$2.22	\$2.21	\$2.20	\$2.18	\$2.18	\$2.17	\$2.17	\$2.16	\$2.15	\$2.14	\$2.14	\$2.14	\$2.12	\$2.04		
Pulp, paper, and paperboard mills.....	2.40	2.35	2.36	2.35	2.31	2.30	2.29	2.29	2.29	2.29	2.28	2.27	2.27	2.24	2.17		
Paperboard containers and boxes.....	2.13	2.12	2.10	2.10	2.09	2.09	2.09	2.07	2.07	2.04	2.04	2.04	2.04	2.01	1.93		
Other paper and allied products.....	2.02	2.00	2.00	2.00	2.00	2.00	1.99	1.99	1.98	1.97	1.96	1.96	1.94	1.94	1.86		
Printing, publishing, and allied industries.....	2.73	2.71	2.71	2.70	2.68	2.68	2.68	2.65	2.63	2.65	2.62	2.63	2.62	2.59	2.50		
Newspapers.....	3.08	3.06	3.05	3.05	3.04	3.03	3.00	2.98	2.97	3.01	2.97	2.98	2.96	2.93	2.85		
Periodicals.....	2.90	2.86	2.79	2.71	2.71	2.75	2.76	2.67	2.63	2.65	2.64	2.67	2.71	2.62	2.52		
Books.....	2.31	2.30	2.29	2.30	2.29	2.28	2.28	2.25	2.25	2.24	2.24	2.23	2.23	2.20	2.13		
Commercial printing.....	2.64	2.61	2.61	2.60	2.56	2.58	2.58	2.54	2.53	2.53	2.51	2.52	2.53	2.48	2.40		
Lithographing.....	2.73	2.71	2.72	2.69	2.65	2.64	2.65	2.65	2.61	2.67	2.66	2.66	2.66	2.64	2.45		
Greeting cards.....	1.81	1.80	1.81	1.80	1.79	1.84	1.84	1.82	1.83	1.77	1.75	1.74	1.73	1.75	1.66		
Bookbinding and related industries.....	2.10	2.08	2.08	2.07	2.07	2.06	2.05	2.04	2.05	2.04	2.04	2.00	1.99	1.97	1.89		
Miscellaneous publishing and printing services.....	3.00	3.00	3.04	3.01	3.00	2.99	3.01	3.01	2.97	2.99	3.01	2.99	2.95	2.93	2.87		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959										1958				Annual average	
	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
Average weekly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Chemicals and allied products.....	\$105.33	\$100.53	\$100.28	\$100.43	\$99.42	\$98.18	\$97.88	\$97.64	\$97.00	\$97.70	\$96.82	\$95.94	\$95.94	\$94.48	\$91.46	
Industrial inorganic chemicals.....	118.00	111.24	111.64	111.22	110.27	109.18	108.24	108.36	108.09	109.25	107.01	105.97	107.42	104.70	100.04	
Industrial organic chemicals.....	118.90	106.45	106.86	106.91	105.83	103.98	103.73	103.57	103.73	103.57	103.07	101.91	102.25	100.04	96.03	
Drugs and medicines.....	94.16	89.06	89.28	90.17	89.51	88.70	88.94	88.78	88.54	88.54	87.29	86.24	85.63	85.88	82.82	
Soap, cleaning and polishing preparations.....	108.99	107.49	103.17	104.55	103.38	103.07	104.74	104.74	101.80	105.67	102.09	102.18	105.00	100.96	96.17	
Paints, pigments, and fillers.....	101.64	98.29	98.36	98.83	100.01	99.78	97.23	95.47	95.47	97.11	95.76	94.02	94.76	93.25	89.38	
Gum and wood chemicals.....	86.73	84.20	95.40	84.40	84.35	83.26	80.56	80.16	81.54	81.71	80.77	79.90	80.64	80.45	78.20	
Fertilizers.....	80.14	77.46	75.26	78.38	81.90	81.36	75.16	76.64	76.64	75.66	75.29	75.23	75.54	74.03	71.83	
Vegetable and animal oils and fats.....	87.85	87.00	87.03	87.20	85.34	83.42	82.80	82.40	83.28	82.70	83.06	83.44	81.91	82.21	78.67	
Miscellaneous chemicals.....	92.84	91.13	91.70	92.03	91.62	91.21	90.98	89.42	88.62	89.06	89.10	87.64	86.98	87.02	84.03	
Products of petroleum and coal.....	120.18	116.12	118.78	117.79	117.67	118.20	118.24	114.86	113.70	111.35	112.46	110.15	112.33	110.97	108.39	
Petroleum refining.....	124.23	118.50	121.80	120.39	121.58	122.29	121.18	119.77	117.55	114.86	116.28	113.48	116.00	114.90	112.88	
Coke, other petroleum and coal products.....	106.60	108.03	109.48	108.29	105.41	104.30	108.46	90.04	101.71	99.00	99.60	98.98	101.02	97.28	96.00	
Rubber products.....	102.01	105.33	107.10	98.74	101.46	101.57	103.74	101.00	100.28	102.66	98.09	97.27	97.51	92.59	91.53	
Tires and inner tubes.....	117.74	127.74	128.74	103.93	126.13	123.98	122.98	118.98	117.55	121.40	115.75	113.24	113.40	106.04	106.82	
Rubber footwear.....	78.41	79.17	78.60	81.58	79.58	73.05	70.79	80.59	78.20	78.01	77.22	77.01	76.62	76.62	73.47	
Other rubber products.....	94.50	93.21	95.40	94.98	92.18	90.03	93.02	91.96	91.27	92.00	88.54	88.78	89.21	84.59	82.62	
Average weekly hours																
Chemicals and allied products.....	42.3	41.2	41.1	41.5	41.6	41.6	41.3	41.2	41.1	41.4	41.2	41.0	41.0	40.9	41.2	
Industrial inorganic chemicals.....	42.6	41.2	41.5	41.5	41.3	41.2	41.0	41.2	41.1	41.7	41.0	40.6	41.0	40.9	41.0	
Industrial organic chemicals.....	42.5	41.1	41.1	41.6	41.5	41.1	41.0	41.1	41.0	41.1	40.9	40.6	40.9	40.5	40.9	
Drugs and medicines.....	41.3	40.3	40.4	40.8	40.5	40.5	40.8	40.7	40.5	40.8	40.6	40.3	40.2	40.7	40.8	
Soap, cleaning and polishing preparations.....	41.6	41.5	40.3	41.0	40.7	40.9	41.4	41.4	40.6	42.1	41.0	41.2	42.0	41.0	41.1	
Paints, pigments, and fillers.....	42.0	41.3	41.5	41.9	42.2	42.1	41.2	40.8	40.8	41.5	41.1	40.7	41.2	40.9	41.0	
Gum and wood chemicals.....	41.9	42.1	42.7	42.2	42.6	42.1	41.1	40.9	41.6	41.9	41.0	41.4	42.0	41.9	42.5	
Fertilizers.....	42.4	42.1	40.9	42.6	45.0	47.8	43.7	43.3	43.3	41.8	42.3	42.5	42.2	42.3	42.5	
Vegetable and animal oils and fats.....	45.6	43.5	43.8	43.6	43.1	43.0	42.9	43.6	44.3	44.7	45.9	46.1	43.8	44.2	44.7	
Miscellaneous chemicals.....	40.9	40.5	40.6	40.9	40.9	40.9	40.8	40.1	40.1	40.3	40.5	40.2	39.9	40.1	40.4	
Products of petroleum and coal.....	41.3	40.6	41.1	40.9	41.0	40.9	41.2	40.3	40.9	40.2	40.6	40.2	40.7	40.5	40.9	
Petroleum refining.....	41.0	39.9	40.6	40.4	40.8	40.9	40.8	40.6	41.1	40.3	40.8	40.1	40.7	40.6	40.9	
Coke, other petroleum and coal products.....	42.3	42.7	42.6	42.3	41.5	40.9	42.7	39.3	40.2	40.0	40.0	40.4	40.9	40.2	41.2	
Rubber products.....	41.3	42.3	42.5	40.3	42.1	41.8	42.0	41.6	41.1	41.9	40.7	40.7	40.8	39.4	40.5	
Tires and inner tubes.....	40.6	43.3	43.2	36.8	42.9	42.9	42.4	41.6	41.1	42.3	40.9	40.3	40.8	38.7	40.5	
Rubber footwear.....	39.8	40.6	40.1	41.2	40.6	39.7	40.3	40.7	39.9	39.8	39.6	39.9	39.7	39.5	39.5	
Other rubber products.....	42.0	41.8	42.4	42.4	41.9	41.3	41.9	41.8	41.3	41.9	40.8	41.1	41.3	39.9	40.7	
Average hourly earnings																
Chemicals and allied products.....	\$2.49	\$2.44	\$2.44	\$2.42	\$2.39	\$2.36	\$2.37	\$2.37	\$2.36	\$2.36	\$2.35	\$2.34	\$2.34	\$2.31	\$2.22	
Industrial inorganic chemicals.....	2.77	2.70	2.69	2.68	2.67	2.65	2.64	2.63	2.63	2.62	2.61	2.61	2.62	2.56	2.44	
Industrial organic chemicals.....	2.68	2.59	2.60	2.57	2.55	2.53	2.53	2.52	2.53	2.52	2.52	2.51	2.50	2.47	2.37	
Drugs and medicines.....	2.28	2.21	2.21	2.21	2.21	2.19	2.18	2.18	2.17	2.17	2.15	2.14	2.13	2.11	2.03	
Soap, cleaning and polishing preparations.....	2.62	2.59	2.56	2.55	2.54	2.52	2.53	2.53	2.50	2.51	2.49	2.48	2.50	2.46	2.34	
Paints, pigments, and fillers.....	2.42	2.38	2.37	2.36	2.37	2.37	2.36	2.34	2.34	2.34	2.33	2.31	2.30	2.28	2.18	
Gum and wood chemicals.....	2.07	2.00	2.00	2.00	1.96	1.96	1.96	1.96	1.96	1.95	1.97	1.92	1.92	1.92	1.84	
Fertilizers.....	1.89	1.84	1.84	1.84	1.82	1.72	1.72	1.77	1.77	1.81	1.78	1.77	1.79	1.75	1.69	
Vegetable and animal oils and fats.....	1.92	2.00	2.01	2.00	1.98	1.94	1.93	1.89	1.88	1.85	1.81	1.81	1.87	1.86	1.76	
Miscellaneous chemicals.....	2.27	2.25	2.26	2.25	2.24	2.23	2.23	2.23	2.21	2.21	2.20	2.18	2.18	2.17	2.08	
Products of petroleum and coal.....	2.91	2.86	2.89	2.88	2.87	2.89	2.87	2.85	2.78	2.77	2.77	2.74	2.76	2.74	2.65	
Petroleum refining.....	3.03	2.97	3.00	2.98	2.98	2.99	2.97	2.95	2.86	2.85	2.85	2.83	2.85	2.83	2.76	
Coke, other petroleum and coal products.....	2.52	2.53	2.57	2.56	2.54	2.55	2.54	2.52	2.53	2.49	2.49	2.46	2.47	2.42	2.33	
Rubber products.....	2.47	2.49	2.52	2.45	2.41	2.43	2.47	2.43	2.44	2.45	2.41	2.39	2.39	2.35	2.26	
Tires and inner tubes.....	2.90	2.95	2.98	2.96	2.94	2.89	2.90	2.86	2.86	2.87	2.83	2.81	2.80	2.74	2.63	
Rubber footwear.....	1.97	1.95	1.96	1.98	1.96	1.84	1.98	1.98	1.96	1.96	1.95	1.93	1.93	1.93	1.86	
Other rubber products.....	2.25	2.23	2.25	2.24	2.20	2.18	2.22	2.20	2.21	2.21	2.17	2.16	2.16	2.12	2.03	

See footnotes at end of table.

ERRATUM. In the October and November 1959 issues of the Review, for the above industries only, the columns of figures under average weekly hours and earnings, with the exception of the two most recent months and the annual averages, were shifted so that the data did not relate to the months in the boxheads. For correct data, see the September or present issue.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1969										1968				Annual average	
	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
	Average weekly earnings															
Manufacturing—Continued																
Nondurable goods—Continued																
Leather and leather products.....	\$59.25	\$60.45	\$60.90	\$61.80	\$60.84	\$59.57	\$60.80	\$62.08	\$62.56	\$61.22	\$59.63	\$58.46	\$57.99	\$57.78	\$57.00	
Leather: tanned, curried, and finished.....	80.11	80.52	79.70	80.94	81.66	81.58	80.77	80.58	81.39	83.03	81.19	79.58	79.79	78.39	76.64	
Industrial leather belting and packing.....	77.42	80.19	79.56	83.38	82.74	82.80	82.90	76.76	78.69	79.05	80.16	80.54	78.21	76.03	77.27	
Boot and shoe cut stock and findings.....	56.00	57.30	58.05	58.74	57.91	55.87	56.47	58.52	58.98	59.04	57.22	55.05	54.45	56.02	55.42	
Footwear (except rubber).....	56.47	58.50	59.21	59.44	58.63	56.78	58.81	60.57	60.76	58.57	56.21	55.08	54.93	54.87	55.13	
Luggage.....	64.02	64.85	65.11	65.63	65.02	63.40	64.18	65.92	63.35	66.08	66.19	65.01	66.57	63.46	62.43	
Handbags and small leather goods.....	56.92	56.74	56.60	54.54	53.87	54.52	56.26	58.25	56.02	56.30	59.42	58.58	54.96	55.54	53.58	
Gloves and miscellaneous leather goods.....	51.48	52.88	51.61	51.66	50.92	51.45	51.85	51.10	51.89	51.71	51.01	50.87	49.62	50.40	49.50	
Transportation and public utilities:																
Transportation:																
Interstate railroads:																
Class I railroads ³	103.38	107.35	108.28	104.90	106.09	105.00	109.39	105.66	107.35	104.19	108.82	103.30	101.50	94.24		
Local railways and buslines.....	93.88	95.68	95.47	95.92	95.04	93.95	92.87	92.65	92.44	92.66	91.16	90.53	90.74	90.52	88.56	
Communication:																
Telephone.....	89.13	85.85	86.29	85.02	84.20	82.56	81.79	82.47	80.81	81.06	82.97	81.51	81.12	78.72	76.05	
Telegraph ⁴	100.11	97.13	95.79	96.64	97.33	94.62	93.98	93.98	93.95	93.18	92.51	93.41	93.63	90.06	87.36	
Other public utilities:																
Gas and electric utilities.....	107.27	105.93	106.04	105.37	103.68	103.79	104.04	103.89	103.32	103.57	103.57	102.66	101.84	100.37	96.30	
Electric light and power utilities.....	108.09	107.16	107.53	106.60	104.60	105.37	104.86	104.70	103.63	103.89	103.73	103.22	102.66	101.43	97.05	
Gas utilities.....	102.09	99.06	98.74	98.49	97.61	96.84	96.80	97.27	98.06	98.06	98.71	97.41	96.12	94.53	90.13	
Electric light and gas utilities combined.....	110.84	110.00	110.42	110.54	107.07	108.12	108.92	108.30	107.83	108.47	107.61	106.49	105.93	103.63	97.10	
Average weekly hours																
Manufacturing—Continued																
Nondurable goods—Continued																
Leather and leather products.....	36.8	37.8	38.3	38.2	37.6	37.0	38.0	38.8	39.1	38.5	37.5	37.0	36.7	36.8	37.4	
Leather: tanned, curried, and finished.....	38.7	38.9	38.5	39.1	39.4	39.6	39.4	39.5	39.7	40.5	39.8	39.2	39.5	39.0	39.3	
Industrial leather belting and packing.....	39.3	40.5	40.8	41.9	42.0	42.9	43.6	40.4	41.2	41.7	40.9	41.3	39.5	39.7	41.1	
Boot and shoe cut stock and findings.....	36.6	37.7	38.7	38.9	39.1	37.0	37.4	38.5	38.8	39.1	37.4	36.7	36.3	37.1	37.7	
Footwear (except rubber).....	36.2	37.5	38.2	38.1	37.2	36.4	37.7	38.7	39.2	38.1	36.5	36.0	35.9	36.1	37.0	
Luggage.....	38.8	39.3	39.7	39.3	38.7	38.7	38.2	37.6	37.4	39.1	39.4	39.4	40.1	38.0	38.3	
Handbags and small leather goods.....	35.2	38.6	38.5	37.1	36.9	37.6	38.8	39.9	38.9	39.1	40.7	40.4	37.9	38.3	37.8	
Gloves and miscellaneous leather goods.....	36.0	37.5	36.6	36.9	36.9	37.0	37.3	36.5	36.8	37.2	36.7	36.6	35.7	36.0	36.3	
Transportation and public utilities:																
Transportation:																
Interstate railroads:																
Class I railroads ³	40.7	42.6	42.6	42.8	41.3	42.1	41.5	42.4	41.6	42.6	40.7	42.6	42.2	41.6	41.7	
Local railways and buslines.....	42.1	43.1	43.2	43.6	43.2	42.9	42.6	42.5	42.6	42.9	42.6	42.5	42.4	42.7	43.2	
Communication:																
Telephone.....	40.7	39.2	39.4	39.0	38.8	38.4	38.4	38.9	38.3	38.6	39.7	39.0	39.0	38.4	39.0	
Telegraph ⁴	44.1	42.6	42.2	42.2	42.5	41.5	41.4	41.4	41.4	41.6	41.3	41.7	41.8	41.5	41.8	
Other public utilities:																
Gas and electric utilities.....	41.1	40.9	41.1	41.0	40.5	40.7	40.8	40.9	41.0	41.1	41.1	40.9	40.9	40.8	40.9	
Electric light and power utilities.....	41.1	40.9	41.2	41.0	40.7	41.0	40.8	40.9	40.8	40.9	41.0	40.8	40.9	40.9	41.3	
Gas utilities.....	41.5	40.6	40.8	40.7	40.5	40.1	40.5	40.7	41.2	41.2	41.3	41.1	40.9	40.7	40.6	
Electric light and gas utilities combined.....	40.9	41.2	41.2	41.4	40.1	40.8	41.1	41.1	41.0	41.4	41.0	40.8	40.9	40.8	40.8	
Average hourly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Leather and leather products.....	\$1.61	\$1.00	\$1.59	\$1.61	\$1.61	\$1.61	\$1.60	\$1.60	\$1.60	\$1.59	\$1.59	\$1.58	\$1.58	\$1.57	\$1.54	
Leather: tanned, curried, and finished.....	2.07	2.07	2.07	2.07	2.07	2.06	2.05	2.04	2.05	2.05	2.04	2.03	2.02	2.01	1.95	
Industrial leather belting and packing.....	1.97	1.98	1.95	1.99	1.97	1.93	1.93	1.90	1.91	1.91	1.96	1.95	1.95	1.93	1.88	
Boot and shoe cut stock and findings.....	1.53	1.52	1.50	1.51	1.52	1.51	1.51	1.52	1.52	1.51	1.53	1.50	1.50	1.51	1.47	
Footwear (except rubber).....	1.56	1.56	1.55	1.56	1.56	1.56	1.56	1.56	1.55	1.54	1.54	1.53	1.53	1.53	1.49	
Luggage.....	1.65	1.65	1.64	1.67	1.68	1.69	1.68	1.70	1.70	1.69	1.68	1.65	1.66	1.67	1.63	
Handbags and small leather goods.....	1.49	1.47	1.47	1.47	1.46	1.45	1.45	1.46	1.44	1.44	1.46	1.45	1.45	1.45	1.43	
Gloves and miscellaneous leather goods.....	1.43	1.41	1.41	1.40	1.38	1.39	1.39	1.40	1.41	1.39	1.39	1.39	1.39	1.40	1.37	
Transportation and public utilities:																
Transportation:																
Interstate railroads:																
Class I railroads ³	2.54	2.52	2.53	2.54	2.52	2.53	2.55	2.54	2.52	2.55	2.43	2.45	2.44	2.44	2.36	
Local railways and buslines.....	2.23	2.2	2.21	2.20	2.20	2.19	2.18	2.18	2.17	2.16	2.14	2.13	2.14	2.13	2.05	
Communication:																
Telephone.....	2.19	2.19	2.19	2.18	2.17	2.15	2.13	2.12	2.11	2.10	2.09	2.09	2.08	2.06	1.95	
Telegraph ⁴	2.27	2.28	2.27	2.29	2.29	2.28	2.27	2.27	2.27	2.24	2.24	2.24	2.24	2.17	2.06	
Other public utilities:																
Gas and electric utilities.....	2.61	2.59	2.59	2.57	2.56	2.55	2.55	2.54	2.53	2.52	2.52	2.51	2.49	2.46	2.33	
Electric light and power utilities.....	2.63	2.62	2.61	2.60	2.57	2.57	2.57	2.56	2.54	2.54	2.53	2.53	2.51	2.46	2.35	
Gas utilities.....	2.46	2.44	2.42	2.42	2.41	2.39	2.39	2.39	2.38	2.38	2.39	2.37	2.35	2.33	2.22	
Electric light and gas utilities combined.....	2.71	2.67	2.68	2.67	2.67	2.65	2.65	2.64	2.63	2.62	2.61	2.61	2.60	2.54	2.38	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1959									1958				Annual average	
	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957
Average weekly earnings															
Wholesale and retail trade:															
Wholesale trade:	\$91.53	\$91.53	\$91.76	\$91.13	\$90.27	\$89.42	\$89.24	\$88.00	\$88.44	\$88.48	\$88.22	\$87.85	\$88.66	\$87.02	\$84.42
Retail trade (except eating and drinking places):	67.82	68.32	68.08	67.79	66.70	66.33	65.95	65.95	66.29	64.68	64.47	64.81	64.98	64.77	62.48
General merchandise stores:	48.36	49.42	49.07	48.72	47.54	47.47	47.40	47.13	48.23	48.68	48.90	48.65	48.92	46.85	44.85
Department stores and general mail-order houses:	54.44	55.08	54.82	54.72	53.55	53.55	53.15	52.70	54.01	55.13	51.41	52.50	52.65	52.60	50.26
Food and liquor stores:	71.20	71.23	72.18	70.29	69.14	68.78	68.97	69.32	68.43	68.24	68.97	68.42	68.44	67.52	65.50
Automotive and accessories dealers:	87.69	89.12	90.30	90.41	89.12	88.44	86.72	86.04	87.07	85.36	83.90	83.22	83.47	83.22	83.22
Apparel and accessories stores:	52.14	52.54	52.65	52.65	51.79	51.26	49.88	51.41	52.40	52.98	50.76	50.91	50.86	50.81	49.13
Other retail trade:															
Furniture and appliance stores:	77.64	77.79	77.15	75.95	73.12	73.81	72.81	72.92	73.75	76.38	74.05	73.81	72.95	72.31	71.23
Lumber and hardware supply stores:	80.79	81.94	81.70	80.70	80.51	79.71	78.12	76.41	76.78	76.49	77.70	79.24	79.18	77.04	74.09
Finance, insurance, and real estate:															
Banks and trust companies:	67.69	68.07	68.06	67.09	68.25	68.06	68.25	67.34	67.14	67.48	67.30	66.93	66.57	66.57	64.21
Security dealers and exchanges:	114.34	120.43	123.72	126.01	131.40	124.67	124.46	122.71	123.49	121.46	115.41	108.04	106.88	96.77	
Insurance carriers:	86.30	86.89	86.57	85.91	85.24	85.33	85.37	84.95	84.50	84.36	83.45	82.97	83.19	82.97	80.73
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round:	47.84	47.91	47.44	47.32	46.92	46.52	46.12	46.28	45.66	46.40	45.49	45.65	45.09	45.20	43.52
Personal services:															
Laundries:	46.85	46.33	46.22	46.92	47.27	46.28	45.70	44.85	45.20	44.69	44.23	44.92	44.80	44.30	43.27
Cleaning and dyeing plants:	52.99	51.65	51.92	54.79	55.48	53.72	51.82	50.49	51.98	51.32	51.86	52.80	51.34	50.52	50.57
Motion pictures:															
Motion-picture production and distribution:	111.68	114.98	108.26	103.15	104.80	105.02	105.12	103.23	101.29	104.29	101.44	102.32	100.62	98.65	99.48
Average weekly hours															
Wholesale and retail trade:															
Wholesale trade:	40.5	40.5	40.6	40.5	40.3	40.1	40.2	40.0	40.2	40.4	40.1	40.3	40.3	40.1	40.2
Retail trade (except eating and drinking places):	38.1	38.6	38.8	38.3	37.9	37.9	37.9	37.9	38.1	38.5	37.7	37.9	38.0	38.1	38.1
General merchandise stores:	34.3	35.3	35.3	34.8	34.2	34.4	34.6	34.4	37.5	34.0	34.3	34.3	34.7	34.7	34.5
Department stores and general mail-order houses:	34.9	35.5	35.6	35.3	35.0	35.0	35.2	34.9	35.3	37.5	34.5	35.0	35.1	35.3	34.9
Food and liquor stores:	36.7	37.1	37.4	36.8	36.2	36.2	36.3	36.4	36.3	36.3	36.2	36.6	36.3	36.3	36.8
Automotive and accessories dealers:	43.8	43.9	44.0	44.1	43.9	44.0	43.8	43.9	44.2	44.0	43.7	43.8	43.7	43.8	43.8
Apparel and accessories stores:	34.3	35.5	35.1	34.8	34.3	34.4	33.7	34.5	34.7	35.8	34.3	34.4	34.6	34.8	34.6
Other retail trade:															
Furniture and appliance stores:	41.3	41.6	41.7	41.5	41.5	41.3	41.2	41.2	41.2	42.2	41.6	41.7	41.7	41.8	41.9
Lumber and hardware supply stores:	42.3	42.9	43.0	42.7	42.6	42.4	42.0	41.3	41.5	41.8	42.0	42.6	42.8	42.1	42.2
Finance, insurance, and real estate:															
Banks and trust companies:	37.4	37.4	37.6	37.4	37.5	37.6	37.5	37.0	37.3	37.7	37.9	37.6	37.4	37.4	
Security dealers and exchanges:															
Insurance carriers:															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round:	40.2	40.6	40.2	40.1	40.1	40.1	40.1	39.9	39.7	40.0	39.9	40.4	39.9	40.0	40.3
Personal services:															
Laundries:	39.7	39.6	39.5	40.1	40.4	39.9	39.4	39.0	39.3	39.2	38.8	39.4	39.3	39.2	39.7
Cleaning and dyeing plants:	38.4	37.7	37.9	39.7	40.2	39.5	38.1	37.4	38.5	38.3	38.7	39.4	38.6	38.5	38.9
Motion pictures:															
Motion-picture production and distribution:															
Average hourly earnings															
Wholesale and retail trade:															
Wholesale trade:	\$2.26	\$2.26	\$2.26	\$2.25	\$2.24	\$2.23	\$2.22	\$2.20	\$2.20	\$2.19	\$2.20	\$2.18	\$2.20	\$2.17	\$2.10
Retail trade (except eating and drinking places):	1.78	1.77	1.77	1.77	1.76	1.75	1.74	1.74	1.74	1.68	1.71	1.71	1.71	1.70	1.64
General merchandise stores:	1.41	1.40	1.39	1.40	1.39	1.38	1.37	1.37	1.39	1.33	1.35	1.36	1.36	1.35	1.30
Department stores and general mail-order houses:	1.56	1.55	1.54	1.55	1.53	1.53	1.51	1.51	1.53	1.47	1.49	1.50	1.50	1.49	1.44
Food and liquor stores:	1.94	1.92	1.93	1.91	1.91	1.90	1.90	1.91	1.88	1.88	1.90	1.89	1.87	1.86	1.78
Automotive and accessories dealers:	2.00	2.03	2.05	2.05	2.03	2.01	1.98	1.96	1.97	1.94	1.92	1.90	1.91	1.90	1.90
Apparel and accessories stores:	1.52	1.48	1.50	1.51	1.51	1.49	1.48	1.49	1.51	1.48	1.48	1.48	1.47	1.46	1.42
Other retail trade:															
Furniture and appliance stores:	1.88	1.87	1.85	1.83	1.81	1.78	1.76	1.77	1.79	1.81	1.78	1.77	1.75	1.73	1.70
Lumber and hardware supply stores:	1.91	1.91	1.90	1.89	1.89	1.88	1.86	1.85	1.85	1.83	1.85	1.86	1.85	1.83	1.77
Finance, insurance, and real estate:															
Banks and trust companies:	1.81	1.82	1.81	1.81	1.82	1.81	1.82	1.82	1.80	1.79	1.79	1.78	1.78	1.78	
Security dealers and exchanges:															
Insurance carriers:															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round:	1.19	1.18	1.18	1.18	1.17	1.16	1.15	1.16	1.15	1.16	1.14	1.13	1.13	1.13	1.08
Personal services:															
Laundries:	1.18	1.17	1.17	1.17	1.17	1.16	1.16	1.15	1.15	1.14	1.14	1.14	1.14	1.13	1.09
Cleaning and dyeing plants:	1.38	1.37	1.37	1.38	1.38	1.36	1.36	1.35	1.35	1.34	1.34	1.34	1.33	1.32	1.30
Motion pictures:															
Motion-picture production and distribution:															

¹ For comparability of data with those published in issues prior to August 1958 and coverage of this series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

² Preliminary.

³ Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Inter-

state Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group D).

⁴ Data relate to domestic nonsupervisory employees except messengers.

⁵ Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

⁶ Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads (see footnote 3).

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Major industry group	1959										1958				Annual average	
	Sept. ¹	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
	Average overtime hours ²															
Manufacturing.....	3.0	2.9	2.7	2.9	2.7	2.6	2.6	2.4	2.3	2.6	2.6	2.4	2.4	2.0	2.4	
Durable goods.....	3.0	3.0	2.7	3.0	2.8	2.6	2.6	2.4	2.3	2.7	2.6	2.4	2.3	1.9	2.4	
Ordnance and accessories.....	2.4	2.1	2.1	2.2	2.1	1.9	2.0	1.8	2.1	2.2	2.3	2.2	2.4	2.0	2.0	
Lumber and wood products.....	3.7	4.1	3.5	3.7	3.7	3.3	3.3	3.0	2.9	3.0	3.4	3.6	3.7	2.9	2.8	
Furniture and fixtures.....	3.2	3.3	2.8	2.7	2.4	2.3	2.6	2.5	2.6	3.1	2.7	3.0	3.0	2.1	2.3	
Stone, clay, and glass products.....	3.7	3.9	3.6	3.6	3.5	3.5	3.2	2.9	2.8	3.0	3.3	3.3	3.4	2.8	3.1	
Primary metal industries.....	2.9	2.6	2.4	3.1	2.9	2.7	2.5	2.3	2.1	2.0	1.8	1.6	1.7	1.3	2.0	
Fabricated metal products.....	3.5	3.4	3.0	3.3	3.0	2.7	2.5	2.3	2.2	2.8	2.6	2.7	2.6	2.1	2.8	
Machinery (except electrical).....	2.7	2.8	2.9	3.2	3.0	2.9	2.7	2.4	2.2	2.2	2.1	1.8	1.8	1.7	2.6	
Electrical machinery.....	2.6	2.4	2.1	2.3	2.1	1.8	2.0	2.1	2.0	2.3	2.2	2.0	2.3	1.5	1.9	
Transportation equipment.....	2.5	2.7	2.6	2.8	2.6	2.6	2.5	2.3	2.2	3.8	3.3	2.5	2.0	1.9	2.4	
Instruments and related products.....	2.3	2.3	2.4	2.2	2.0	2.0	1.9	1.9	1.9	2.1	2.0	1.8	1.8	1.5	2.0	
Miscellaneous manufacturing.....	3.0	2.7	2.4	2.7	2.5	2.5	2.4	2.3	2.4	2.7	2.6	2.6	2.4	2.1	2.3	
Nondurable goods.....	3.0	2.9	2.8	2.7	2.6	2.5	2.6	2.4	2.4	2.6	2.5	2.5	2.6	2.2	2.4	
Food and kindred products.....	3.9	3.3	3.4	3.4	3.2	2.8	2.8	2.9	3.0	3.2	3.4	3.2	3.5	3.0	3.1	
Tobacco manufactures.....	1.6	1.7	1.8	1.5	1.2	.7	.9	.7	.9	1.9	1.3	1.0	1.3	1.3	1.2	
Textile-mill products.....	3.1	3.3	3.1	3.3	3.0	3.0	3.0	2.9	2.6	2.9	3.0	2.8	2.5	2.1	2.2	
Apparel and other finished textile products.....	1.5	1.7	1.4	1.4	1.4	1.4	1.4	1.4	1.1	1.3	1.3	1.3	1.3	1.1	1.1	
Paper and allied products.....	4.9	4.9	4.7	4.6	4.6	4.4	4.5	4.4	4.2	4.3	4.4	4.5	4.5	3.9	4.3	
Printing and publishing.....	3.4	3.2	2.9	2.8	2.7	2.8	2.9	2.4	2.4	2.9	2.5	2.7	2.7	2.6	3.0	
Chemicals and allied products.....	3.3	2.5	2.4	2.4	2.6	2.7	2.3	2.2	2.1	2.2	2.1	2.2	2.2	2.0	2.3	
Products of petroleum and coal.....	2.3	2.0	2.3	1.7	1.6	1.8	1.9	1.3	1.7	1.4	1.5	1.5	1.5	1.5	1.9	
Rubber products.....	3.9	4.6	4.8	3.9	3.9	3.7	4.0	3.7	3.2	3.8	2.8	2.8	3.0	2.3	2.8	
Leather and leather products.....	1.2	1.3	1.3	1.3	1.2	1.1	1.5	1.8	2.0	1.6	1.4	1.4	1.2	1.1	1.3	
Average hourly earnings excluding overtime ⁴																
Manufacturing.....	\$2.14	\$2.12	\$2.16	\$2.16	\$2.16	\$2.15	\$2.13	\$2.13	\$2.12	\$2.11	\$2.08	\$2.08	\$2.08	\$2.08	\$2.01	
Durable goods.....	2.28	2.27	2.31	2.32	2.32	2.31	2.31	2.29	2.29	2.28	2.26	2.23	2.24	2.23	2.14	
Ordnance and accessories.....	2.49	2.48	2.49	2.49	2.49	2.46	2.46	2.47	2.47	2.48	2.44	2.44	2.43	2.42	2.28	
Lumber and wood products.....	1.93	1.91	1.89	1.90	1.88	1.87	1.84	1.81	1.83	1.86	1.85	1.87	1.86	1.82	1.75	
Furniture and fixtures.....	1.76	1.76	1.77	1.78	1.76	1.76	1.74	1.74	1.74	1.73	1.73	1.73	1.73	1.73	1.70	
Stone, clay, and glass products.....	2.14	2.12	2.13	2.12	2.12	2.12	2.12	2.10	2.09	2.08	2.06	2.03	2.07	2.04	1.98	
Primary metal industries.....	2.56	2.55	2.73	2.74	2.74	2.74	2.73	2.71	2.70	2.68	2.69	2.68	2.67	2.61	2.44	
Fabricated metal products.....	2.29	2.28	2.29	2.29	2.29	2.28	2.28	2.27	2.26	2.26	2.24	2.21	2.22	2.21	2.11	
Machinery (except electrical).....	2.43	2.41	2.41	2.41	2.41	2.40	2.40	2.39	2.38	2.37	2.36	2.34	2.34	2.33	2.23	
Electrical machinery.....	2.17	2.15	2.17	2.16	2.16	2.16	2.16	2.15	2.15	2.14	2.13	2.10	2.10	2.11	2.02	
Transportation equipment.....	2.62	2.60	2.57	2.57	2.56	2.55	2.55	2.55	2.55	2.54	2.53	2.48	2.49	2.47	2.35	
Instruments and related products.....	2.22	2.22	2.22	2.23	2.21	2.21	2.21	2.20	2.19	2.18	2.17	2.17	2.17	2.15	2.06	
Miscellaneous manufacturing.....	1.83	1.84	1.84	1.84	1.84	1.84	1.84	1.83	1.84	1.82	1.81	1.79	1.79	1.80	1.76	
Nondurable goods.....	1.95	1.93	1.95	1.94	1.94	1.94	1.93	1.92	1.92	1.91	1.90	1.89	1.89	1.89	1.83	
Food and kindred products.....	2.00	1.97	2.00	2.01	2.02	2.03	2.03	2.02	2.02	1.98	1.96	1.93	1.91	1.94	1.86	
Tobacco manufactures.....	1.53	1.59	1.72	1.70	1.72	1.70	1.67	1.63	1.62	1.62	1.58	1.50	1.48	1.87	1.80	
Textile-mill products.....	1.53	1.52	1.52	1.52	1.52	1.52	1.51	1.48	1.48	1.47	1.47	1.47	1.47	1.47	1.46	
Apparel and other finished textile products.....	1.50	1.48	1.48	1.48	1.49	1.49	1.50	1.50	1.51	1.49	1.49	1.50	1.50	1.49	1.47	
Paper and allied products.....	2.12	2.10	2.10	2.08	2.07	2.07	2.06	2.06	2.06	2.05	2.04	2.03	2.03	2.02	1.94	
Printing and publishing.....	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	
Chemicals and allied products.....	2.39	2.36	2.37	2.35	2.32	2.29	2.30	2.30	2.30	2.30	2.29	2.27	2.28	2.26	2.16	
Products of petroleum and coal.....	2.83	2.79	2.82	2.82	2.82	2.82	2.80	2.81	2.78	2.72	2.72	2.69	2.70	2.69	2.59	
Rubber products.....	2.36	2.36	2.38	2.34	2.30	2.33	2.35	2.33	2.35	2.34	2.33	2.31	2.31	2.28	2.18	
Leather and leather products.....	1.58	1.58	1.57	1.58	1.58	1.58	1.57	1.57	1.56	1.56	1.56	1.55	1.56	1.58	1.52	

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

² Preliminary.

³ Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours

for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1956.

⁴ Derived by assuming that overtime hours are paid at the rate of time and one-half.

⁵ Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹

[1947-49=100]

Activity	1959												1958		Annual average	
	Oct. ²	Sept. ²	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957	
Man-hours																
Total.....	101.3	103.0	103.2 ²	104.0	105.7	102.5	98.9	97.5	94.4	94.8	96.7	98.5	97.8	94.3	105.6	
Mining.....	58.6	59.1	61.7	66.9	71.4	68.8	66.5	65.6	66.0	67.7	69.8	68.4	68.0	67.9	81.4	
Contract construction.....	133.1	130.6	140.1	140.1	138.9	129.2	119.0	103.7	92.0	90.7	105.7	123.8	135.3	118.2	127.3	
Manufacturing.....	90.6	101.1	90.8	101.3	103.3	100.9	99.4	96.7	96.6	95.9	97.3	96.9	94.5	92.6	104.1	
Durable goods.....	102.9	103.9	101.6	108.0	111.7	109.3	107.1	105.3	102.1	101.4	102.3	101.2	96.0	98.9	112.9	
Ordnance and accessories.....	328.6	327.8	313.2	322.0	325.0	327.9	325.6	326.3	320.2	327.4	330.1	317.6	297.0	303.0	339.4	
Lumber and wood products.....	82.1	82.9	84.6	83.2	84.4	79.8	75.7	73.6	69.3	70.9	74.5	76.3	80.0	72.7	76.6	
Furniture and fixtures.....	113.6	112.1	111.7	108.0	108.2	105.8	104.9	105.7	105.4	104.2	105.3	105.8	106.4	97.2	103.9	
Stone, clay and glass products.....	105.2	106.8	110.3	108.9	110.0	106.9	103.8	100.3	94.5	93.6	96.4	98.6	97.9	94.7	104.5	
Primary metal industries.....	57.6	60.1	61.4	98.4	109.6	107.2	105.3	102.3	97.4	93.9	92.4	90.0	86.2	83.7	105.4	
Fabricated metal products.....	105.9	110.9	107.9	110.5	115.3	112.6	109.7	107.6	104.9	105.5	107.9	107.2	102.5	101.1	118.9	
Machinery (except electrical).....	103.3	103.6	100.9	102.5	105.6	103.5	100.7	99.3	95.1	92.9	91.1	87.9	85.6	88.9	111.0	
Electrical machinery.....	143.8	141.4	134.2	130.7	132.4	128.5	125.9	128.5	124.6	124.9	124.7	124.7	116.1	118.9	134.0	
Transportation equipment.....	120.1	120.1	113.6	123.1	125.4	126.0	124.5	121.0	123.6	125.7	121.5	99.1	111.6	139.6		
Instruments and related products.....	123.2	121.6	118.3	116.9	118.7	114.7	113.4	112.5	111.0	109.7	110.3	109.6	107.9	105.4	117.5	
Miscellaneous manufacturing.....	109.6	109.2	105.1	98.6	101.2	98.9	97.2	95.5	93.7	91.0	94.4	90.3	100.9	92.7	101.2	
Nondurable goods.....	95.6	97.8	97.7	93.2	93.2	90.9	90.1	90.8	90.0	80.4	91.2	91.7	92.6	88.7	93.7	
Food and kindred products.....	88.6	96.7	97.3	86.9	84.4	79.5	77.1	76.0	75.5	76.9	82.2	86.2	91.4	84.2	86.4	
Tobacco manufactures.....	94.9	99.3	90.6	67.0	68.2	66.5	65.5	68.1	73.0	76.0	82.7	82.7	92.1	77.7	80.8	
Textile-mill products.....	75.2	74.5	76.1	74.2	75.9	74.4	73.8	73.7	72.9	71.7	73.0	73.7	72.9	66.2	74.7	
Apparel and other finished textile products.....	107.1	107.2	109.7	102.6	104.2	102.7	102.8	105.4	105.3	100.8	101.3	100.3	100.7	90.8	102.0	
Paper and allied products.....	114.3	116.4	115.0	113.5	114.4	112.3	111.0	110.5	109.6	109.5	110.3	111.4	112.0	109.0	113.9	
Printing and publishing.....	115.9	116.2	112.9	111.4	111.7	111.4	111.3	111.4	109.3	109.0	111.5	109.7	110.2	108.0	112.4	
Chemicals and allied products.....	107.1	108.1	103.7	102.5	103.6	105.0	103.3	107.0	101.0	100.3	100.7	100.3	100.3	99.2	104.2	
Products of petroleum and coal.....	81.5	84.0	81.0	86.1	86.8	86.4	86.3	87.2	80.2	83.7	82.4	83.9	81.6	84.2	91.1	
Rubber products.....	110.4	110.5	108.3	108.6	99.2	90.8	92.4	106.2	104.0	102.8	104.3	100.0	99.4	92.0	104.8	
Leather and leather products.....	90.6	91.0	94.6	94.5	94.0	90.1	88.5	92.8	95.1	94.9	93.3	89.5	85.9	86.0	90.8	
Payrolls																
Mining.....		94.3	98.4	106.5	115.4	110.7	106.5	105.3	106.2	108.0	109.4	106.8	105.0	104.9	124.3	
Contract construction.....		244.0	257.7	244.4	240.0	223.3	205.8	179.9	160.5	174.7	184.4	212.2	231.4	200.5	207.1	
Manufacturing.....	105.8	109.2	104.9	170.2	174.4	169.6	167.0	165.1	160.4	158.2	160.4	158.4	152.5	148.7	102.7	

¹ For comparability of data with those published in issues prior to August 1955, see footnote 1, table A-2.

For mining and manufacturing, data refer to production and related work; for contract construction, to construction workers.

² Preliminary.

TABLE C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars¹

Item	1959										1958				Annual average	
	Sept. ³	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1958	1957	
<i>Manufacturing</i>																
Gross average weekly earnings:																
Current dollars.....	\$89.47	\$88.70	\$88.65	\$91.17	\$90.32	\$89.87	\$89.24	\$88.00	\$87.38	\$88.04	\$86.58	\$85.17	\$85.39	\$83.50	\$82.39	
1947-49 dollars.....	71.46	71.07	71.78	73.23	72.84	72.53	72.14	71.14	70.58	71.17	69.88	68.85	69.03	67.61	68.54	
Spendable average weekly earnings:																
Worker with no dependents:																
Current dollars.....	72.83	72.23	72.97	74.15	73.49	73.14	72.65	71.69	71.20	72.10	70.93	69.80	69.97	68.46	67.57	
1947-49 dollars.....	58.17	57.88	58.42	59.56	59.27	59.03	58.73	57.95	57.51	58.29	57.25	56.43	56.56	55.43	56.21	
Worker with 3 dependents:																
Current dollars.....	80.36	79.75	80.50	81.71	81.03	80.68	80.18	79.19	78.70	79.60	78.41	77.25	77.43	75.88	74.97	
1947-49 dollars.....	64.19	63.90	64.45	65.63	65.35	65.12	64.82	64.02	63.57	64.35	63.28	62.45	62.59	61.44	62.37	

¹ See footnote 1, table C-3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents; (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

² Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 30-54).

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index¹—All-city average: All items, groups, subgroups, and special groups of items

Group	1959											1958		Annual average	
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957
All items.....	125.5	125.2	124.8	124.9	124.8	124.0	123.9	123.7	123.7	123.8	123.7	123.9	123.7	123.8	123.8
Food ²	118.4	118.7	118.8	119.4	118.9	117.7	117.6	117.7	118.2	119.0	118.7	119.4	118.7	118.8	118.4
Food at home.....	115.8	116.2	115.7	117.1	116.6	115.2	115.3	115.5	116.1	117.1	116.8	117.9	118.0	118.8	118.8
Cereals and bakery products.....	134.1	134.1	134.0	134.4	134.2	134.5	134.1	134.1	133.8	133.9	134.0	134.0	133.9	133.1	130.8
Meats, poultry, and fish.....	109.0	110.4	109.9	112.0	111.6	111.6	111.5	111.3	112.6	113.8	113.0	113.5	114.6	115.1	105.2
Dairy products.....	114.1	115.5	114.1	113.3	112.3	112.6	112.9	113.8	114.0	114.1	114.3	114.5	114.8	113.6	111.6
Fruits and vegetables.....	124.5	124.1	125.6	130.8	134.5	125.6	123.6	120.7	121.2	121.7	120.1	121.1	121.0	127.1	118.6
Other foods at home ³	107.0	107.6	106.2	105.7	102.3	102.8	104.7	107.5	108.1	109.9	110.7	112.6	113.2	112.4	112.9
Housing ⁴	130.1	129.7	129.3	130.0	128.9	128.8	128.7	128.2	128.5	128.2	128.2	128.0	127.9	127.7	125.6
Rent.....	140.4	140.0	139.8	139.6	139.5	139.3	139.3	139.1	139.0	138.8	138.7	138.4	138.3	137.7	135.2
Gas and electricity.....	121.7	121.6	120.1	119.5	119.3	118.7	118.2	118.4	118.5	118.2	118.2	118.1	118.1	117.0	112.0
Solid fuels and fuel oil.....	135.5	135.0	133.9	134.0	133.9	135.2	138.7	140.3	140.0	138.9	137.0	135.8	135.6	134.9	137.4
Household furnishings.....	104.1	104.0	103.6	104.0	104.1	103.7	103.8	103.8	103.8	103.8	103.8	103.6	103.5	103.4	104.6
Household operation.....	135.3	135.2	134.6	134.8	133.9	133.8	133.8	133.7	133.1	133.1	132.8	132.6	132.4	131.4	127.8
Apparel.....	109.4	109.0	108.0	107.5	107.3	107.3	107.0	107.0	106.7	106.7	107.8	107.7	107.3	107.0	106.9
Men's and boys'.....	108.9	109.2	108.8	108.3	108.1	108.2	108.0	107.8	107.8	108.0	108.4	108.5	107.9	108.6	109.0
Women's and girls'.....	101.3	100.5	98.8	98.8	98.8	99.0	98.9	98.9	98.8	98.7	100.2	100.6	100.2	99.1	96.2
Footwear.....	138.5	137.9	137.3	135.2	134.5	133.5	132.4	132.0	131.3	130.8	130.4	130.3	130.1	129.8	127.1
Other apparel ⁵	92.9	92.9	92.5	92.3	91.8	92.1	91.9	91.8	91.7	91.7	92.8	93.0	91.8	92.0	92.9
Transportation.....	148.5	146.4	146.7	146.3	145.9	145.4	145.3	144.9	144.3	144.1	144.3	144.5	142.7	140.5	136.0
Private.....	137.4	135.3	135.5	135.2	134.9	134.5	134.4	134.0	133.3	133.1	133.3	133.6	131.8	129.7	125.8
Public.....	195.9	194.9	194.9	194.2	192.7	192.7	192.6	192.0	191.8	191.8	191.8	191.1	190.4	188.0	178.8
Medical care.....	152.5	152.2	151.4	151.0	150.6	150.2	149.6	149.2	149.0	148.0	147.6	147.4	147.1	144.8	138.0
Personal care.....	132.5	132.1	131.7	131.3	131.1	130.7	130.0	129.7	129.8	129.4	129.0	129.1	128.8	128.6	124.4
Reading and recreation.....	119.7	119.6	119.1	119.1	118.1	117.8	117.7	117.3	117.1	117.0	116.9	117.0	116.6	116.7	112.2
Other goods and services.....	131.6	131.5	131.1	130.8	129.2	128.4	128.2	127.8	127.4	127.3	127.3	127.3	127.2	127.2	126.8
Special groups:															
All items less food.....	129.2	128.7	128.2	127.9	127.5	127.3	127.1	126.9	126.7	126.4	126.5	126.5	126.0	125.6	122.6
All items less shelter.....	123.2	122.9	122.4	122.7	122.2	121.6	121.5	121.4	121.4	121.5	121.7	121.5	121.2	121.2	117.8
All commodities less food.....	116.3	115.7	115.3	115.1	114.7	114.5	114.5	114.4	114.2	114.0	114.4	114.5	113.9	113.4	112.3
All commodities.....	117.3	117.0	116.6	117.0	116.6	115.9	115.9	115.9	116.0	116.2	116.3	116.6	116.4	116.3	118.6
Nondurables ⁶	118.8	118.8	118.3	118.7	118.2	117.4	117.4	117.4	117.6	117.8	117.8	118.2	118.4	118.6	115.5
Nondurables less food.....	119.8	119.3	118.6	118.1	117.8	117.5	117.5	117.4	117.1	116.7	117.0	117.1	117.2	116.9	116.1
Nondurables less food and apparel.....	128.8	128.2	127.8	127.3	126.8	126.3	126.6	126.4	126.1	125.4	125.4	125.5	125.9	125.6	124.2
Durables ⁷	113.6	112.8	112.8	113.1	112.8	112.7	112.6	112.5	112.2	112.4	112.9	112.8	111.2	110.5	108.8
Durables less cars.....	103.3	103.1	103.0	103.5	103.3	103.4	103.3	103.2	103.2	103.1	103.2	103.1	103.0	103.4	102.7
All services ⁸	147.3	146.9	146.3	145.8	145.4	145.2	144.8	144.4	144.2	143.9	143.5	143.4	143.1	142.4	137.7
All services less rent.....	149.1	148.7	148.1	147.6	147.1	146.0	146.4	145.9	145.7	145.4	145.0	144.8	144.5	143.8	135.6
Household operation services, gas, and electricity.....	136.3	136.2	135.1	134.6	134.3	134.1	133.9	133.8	133.3	133.2	133.0	132.8	132.6	131.4	127.4
Transportation services.....	182.1	181.7	181.3	180.9	179.8	179.7	179.1	178.4	178.2	178.2	178.2	178.0	175.6	174.1	163.9
Medical care services.....	158.4	157.9	157.0	156.5	156.1	155.8	155.2	154.2	154.0	152.7	152.4	152.0	151.8	149.2	142.2
Other services.....	133.1	132.6	132.2	131.6	131.4	131.2	130.6	130.2	130.0	129.9	129.8	129.8	129.4	129.6	126.0

¹ The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

² In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

³ Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

⁴ In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

⁵ Includes yard goods, diapers, and miscellaneous items.

⁶ Includes food, house paint, solid fuels, fuel oil, textile householdings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

⁷ Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁸ Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry services, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index¹—All items and food indexes, by city

[1947-49=100]

City	1959										1958			Annual average	
	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957
All items															
All-city average ¹	125.5	125.2	124.8	124.9	124.5	124.0	123.9	123.7	123.7	123.8	123.7	123.9	123.7	125.6	120.2
Atlanta, Ga.	(3)	126.0	(3)	(3)	125.5	(3)	(3)	124.3	(3)	(3)	124.4	(3)	(3)	124.5	121.4
Baltimore, Md.	(3)	127.5	(3)	(3)	126.6	(3)	(3)	126.4	(3)	(3)	125.5	(3)	(3)	124.5	121.0
Boston, Mass.	125.7	(3)	(3)	125.6	(3)	(3)	125.1	(3)	(3)	125.4	(3)	(3)	125.4	124.8	121.2
Chicago, Ill.	129.3	129.2	128.3	128.3	127.7	127.4	127.4	127.2	127.1	127.1	127.0	127.4	127.3	127.0	123.3
Cincinnati, Ohio	(3)	123.6	(3)	(3)	123.1	(3)	(3)	122.2	(3)	(3)	122.4	(3)	(3)	122.3	119.6
Cleveland, Ohio	(3)	(3)	125.8	(3)	(3)	125.3	(3)	(3)	124.8	(3)	(3)	124.5	(3)	124.8	122.1
Detroit, Mich.	124.9	124.8	123.7	124.4	123.4	123.4	123.5	123.2	123.3	123.3	123.3	123.4	123.3	123.9	122.2
Houston, Tex.	(3)	(3)	124.8	(3)	(3)	124.1	(3)	(3)	124.1	(3)	(3)	124.2	(3)	123.6	121.5
Kansas City, Mo.	126.9	(3)	(3)	126.0	(3)	(3)	125.5	(3)	(3)	124.5	(3)	(3)	124.9	124.1	121.1
Los Angeles, Calif.	128.5	127.8	127.5	127.6	127.0	126.8	126.6	126.6	126.7	126.5	126.5	126.5	125.9	126.4	121.2
Minneapolis, Minn.	126.5	(3)	(3)	125.4	(3)	(3)	125.1	(3)	(3)	125.3	(3)	(3)	124.5	124.3	121.1
New York, N.Y.	123.7	123.5	123.0	123.5	122.5	122.1	122.0	121.7	121.7	121.8	121.3	121.7	121.5	121.1	117.6
Philadelphia, Pa.	123.0	125.8	134.4	124.2	124.0	123.2	123.6	123.4	123.3	123.4	123.5	123.5	123.3	123.1	120.8
Pittsburgh, Pa.	126.8	(3)	(3)	125.7	(3)	(3)	124.5	(3)	(3)	124.4	(3)	(3)	124.5	124.0	120.2
Portland, Ore.	126.5	(3)	(3)	126.1	(3)	(3)	125.3	(3)	(3)	124.2	(3)	(3)	124.5	124.4	121.7
St. Louis, Mo.	(3)	126.4	(3)	(3)	126.3	(3)	(3)	126.0	(3)	(3)	125.7	(3)	(3)	124.7	121.2
San Francisco, Calif.	(3)	130.8	(3)	(3)	129.4	(3)	(3)	128.0	(3)	(3)	127.9	(3)	(3)	127.5	123.1
Scranton, Pa.	(3)	(3)	121.2	(3)	(3)	120.0	(3)	(3)	120.3	(3)	(3)	120.7	(3)	120.2	116.9
Seattle, Wash.	(3)	(3)	128.9	(3)	(3)	127.9	(3)	(3)	126.9	(3)	(3)	126.0	(3)	125.8	123.1
Washington, D.C.	(3)	(3)	122.0	(3)	(3)	121.8	(3)	(3)	121.3	(3)	(3)	121.5	(3)	121.1	118.3
Food															
All-city average ¹	118.4	118.7	118.3	119.4	118.9	117.7	117.6	117.7	118.2	119.0	118.7	119.4	119.7	120.3	115.4
Atlanta, Ga.	115.3	116.5	116.4	117.0	117.1	115.6	115.7	114.9	115.5	116.2	115.7	116.5	117.6	118.0	113.3
Baltimore, Md.	118.1	118.8	118.3	119.4	118.6	117.0	117.3	117.2	117.4	118.8	118.8	119.5	120.2	120.9	116.8
Boston, Mass.	119.6	119.8	119.0	118.9	118.4	117.5	117.3	118.3	118.8	118.7	118.9	119.2	119.9	119.7	115.0
Chicago, Ill.	116.2	116.8	116.1	117.1	116.4	115.2	115.2	115.4	115.2	115.7	115.1	116.3	116.7	117.3	112.9
Cincinnati, Ohio	119.0	119.2	118.2	119.9	119.3	117.7	118.1	117.8	119.1	120.2	119.4	120.3	121.9	122.1	117.3
Cleveland, Ohio	113.5	114.2	113.8	114.6	114.6	114.1	114.3	114.2	114.3	115.1	115.5	116.1	116.1	117.2	113.4
Detroit, Mich.	118.1	118.1	116.8	118.0	118.7	116.9	117.2	117.0	117.7	118.6	118.5	119.6	119.3	121.1	117.3
Houston, Tex.	114.1	114.1	114.4	114.9	114.4	114.6	114.7	115.6	116.0	116.4	116.5	116.5	116.8	117.0	113.1
Kansas City, Mo.	111.9	112.6	112.4	112.9	113.1	111.5	111.4	111.6	112.1	113.4	112.9	113.8	113.6	114.4	111.5
Los Angeles, Calif.	124.0	123.7	122.7	123.3	123.6	122.9	123.1	123.4	123.8	124.1	123.8	124.3	123.0	123.3	117.9
Minneapolis, Minn.	117.8	118.0	117.5	118.2	118.8	117.5	118.1	(3)	117.7	118.3	117.8	117.7	117.8	118.6	114.2
New York, N.Y.	120.4	120.9	120.0	122.4	120.0	119.2	119.5	119.3	119.9	120.7	119.1	121.0	121.1	120.9	115.0
Philadelphia, Pa.	121.4	122.0	120.9	121.9	121.3	119.3	120.2	120.4	120.8	121.7	121.8	122.3	122.9	123.1	118.5
Pittsburgh, Pa.	120.1	120.7	119.5	120.5	120.8	119.4	118.7	118.8	119.8	120.6	119.6	120.6	121.6	121.8	116.8
Portland, Ore.	121.1	121.2	121.2	121.6	121.8	120.0	119.2	119.4	120.3	120.9	121.5	120.8	120.5	120.7	117.0
St. Louis, Mo.	115.3	118.7	117.8	119.1	119.7	118.7	118.7	118.7	119.2	120.2	119.9	120.2	120.5	121.2	116.3
San Francisco, Calif.	122.9	122.8	122.0	122.2	123.0	122.3	122.2	122.8	122.7	123.0	122.8	123.8	122.9	123.1	117.8
Scranton, Pa.	115.3	116.4	115.1	117.3	116.6	114.8	114.4	114.8	115.8	116.4	116.1	117.1	117.5	118.4	112.7
Seattle, Wash.	121.1	120.8	120.8	121.4	121.6	120.7	120.2	119.6	119.9	121.1	121.2	120.8	120.8	121.3	117.1
Washington, D.C.	118.5	119.5	118.9	120.5	119.5	118.5	118.5	118.9	118.8	120.1	119.3	119.8	121.1	121.6	116.9

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

² Average of 46 cities.

³ All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

⁴ Not available.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities

[1947-49=100, unless otherwise specified]

Commodity group	1959												1958			Annual average	
	Oct. 1	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957		
All commodities.....	119.2	119.7	119.1	119.5	119.7	119.9	120.0	119.6	119.5	119.3	119.2	119.2	119.0	119.2	117.6		
Farm products and processed foods.....	96.7	96.6	96.7	98.2	99.2	99.5	100.0	99.3	99.6	100.4	99.9	101.0	101.4	103.1	96.5		
Farm products.....	95.5	98.9	97.1	98.4	99.8	99.0	99.4	99.8	91.1	91.5	90.6	92.1	92.3	94.9	90.9		
Fresh and dried fruits and vegetables.....	102.2	103.1	92.8	98.5	100.9	100.7	114.2	90.8	105.9	102.5	99.2	98.1	101.5	112.0	103.6		
Grains.....	75.7	76.2	77.7	78.2	78.2	78.6	79.7	77.7	77.0	76.1	78.1	78.3	78.8	78.3	84.1		
Livestock and live poultry.....	78.5	82.1	83.1	84.8	85.5	90.6	91.9	91.1	88.4	90.3	87.6	90.1	88.4	92.9	80.9		
Plant and animal fibers.....	94.7	95.6	95.7	100.0	101.6	101.9	101.0	99.5	99.1	99.4	99.6	100.6	100.7	101.5	104.0		
Fluid milk.....	97.1	98.0	94.4	92.2	90.0	90.2	91.9	93.5	95.5	95.7	96.2	96.6	96.2	94.6	96.0		
Eggs, hay, and other products.....	92.0	85.4	96.8	95.4	96.5	91.1	84.5	70.6	69.3	72.8	77.7	99.5	91.1	81.3	77.3		
Other farm products.....	75.4	73.0	73.1	74.9	75.0	80.3	79.5	78.4	78.0	75.4	75.0	74.0	73.3	76.9	82.0		
Other farm products.....	131.5	133.4	132.1	132.2	132.8	133.5	133.8	133.8	134.5	134.5	136.4	137.7	138.5	140.4	144.6		
Processed foods.....	106.4	107.8	105.8	107.5	108.1	107.7	107.2	107.2	107.7	108.7	108.8	109.6	110.0	110.9	105.6		
Cereal and bakery products.....	120.3	119.5	119.5	119.2	119.5	119.5	119.8	119.0	117.6	118.7	118.7	119.8	119.2	117.9	116.9		
Meats, poultry, and fish.....	95.1	99.7	94.8	99.3	101.9	101.4	100.8	99.6	100.9	103.3	101.4	102.5	103.5	106.7	91.9		
Dairy products and ice cream.....	116.7	116.2	114.7	113.9	111.9	111.7	112.0	113.0	113.0	113.0	113.5	113.4	113.5	112.7	111.7		
Canned and frozen fruits and vegetables.....	107.3	106.8	107.6	110.6	111.1	110.4	110.6	111.2	110.6	110.8	113.0	112.9	112.1	109.7	109.9		
Sugar and confectionery.....	117.4	115.4	115.2	113.6	114.4	114.4	114.4	114.4	114.4	114.4	114.4	114.4	114.4	114.4	114.4		
Packaged beverage materials.....	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.0	145.0	145.0	145.2	145.2	145.2	145.2		
Animal fats and oils.....	53.3	53.5	50.9	52.7	54.4	56.9	57.9	57.0	57.1	57.0	60.7	62.8	73.4	73.0	75.6		
Crude vegetable oils.....	48.8	52.0	55.6	57.3	58.9	57.7	54.6	53.7	53.6	53.9	54.1	57.5	56.1	60.1	65.7		
Refined vegetable oils.....	54.0	55.5	57.8	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	61.9	70.1		
Vegetable oil end products.....	73.6	74.2	74.1	74.9	74.6	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9	73.9		
Other processed foods.....	96.8	96.9	96.6	96.1	95.4	95.8	95.3	95.7	97.2	98.2	96.8	97.4	97.0	96.6	96.5		
All commodities except farm products.....	124.6	124.8	124.5	124.7	124.6	124.7	124.6	124.4	124.2	124.2	124.0	123.7	123.8	123.5	122.1		
All commodities except farm and foods.....	128.5	128.4	128.4	128.4	128.2	128.4	128.3	128.1	127.8	127.5	127.2	126.8	126.4	126.0	125.0		
Textile products and apparel.....	95.9	95.9	95.7	95.3	94.9	94.5	94.1	93.9	93.7	93.3	93.3	93.1	92.3	93.5	95.4		
Cotton products.....	92.0	92.6	92.1	91.9	91.5	90.8	90.3	89.6	89.3	88.6	88.7	88.6	88.0	87.8	88.4		
Wool products.....	104.1	104.7	104.3	103.3	102.2	101.1	99.4	97.7	97.6	97.3	97.5	97.9	98.4	100.8	108.5		
Manmade fiber textile products.....	81.0	82.1	80.3	82.3	81.5	81.0	80.6	80.1	79.8	79.3	79.4	79.3	79.7	80.2	82.0		
Silk products.....	114.2	113.5	113.7	113.4	114.2	114.0	113.6	112.1	109.3	104.7	105.1	106.0	107.1	113.5	122.1		
Apparel.....	100.7	100.8	100.4	99.9	99.6	99.6	99.3	99.3	99.3	99.3	99.3	99.3	99.3	99.3	99.3		
Other textile products.....	76.7	77.3	75.3	75.5	75.5	75.7	75.7	75.7	75.7	75.7	75.7	75.7	75.7	75.7	75.7		
Hides, skins, leather, and leather products.....	116.5	119.1	119.7	119.3	118.9	118.8	117.8	108.5	105.4	104.1	103.6	102.3	101.4	100.6	96.4		
Hides and skins.....	82.5	100.6	109.9	107.0	106.8	106.8	106.8	106.8	106.8	106.8	106.8	106.8	106.8	106.8	106.8		
Leather.....	112.7	111.7	111.3	111.8	112.0	112.4	120.4	120.4	120.4	101.0	99.3	99.2	94.7	92.8	90.2		
Footwear.....	133.5	132.3	132.3	130.6	129.2	129.5	128.2	123.6	123.3	123.2	123.2	123.1	122.2	122.1	121.1		
Other leather products.....	112.4	113.9	114.0	113.9	112.0	112.4	111.1	109.4	108.8	99.2	98.3	97.4	97.3	97.5	98.0		
Fuel, power, and lighting materials.....	111.4	111.9	112.2	111.1	111.2	111.4	114.0	115.0	114.5	113.9	112.9	112.6	113.0	112.7	117.2		
Coal.....	123.4	123.0	122.0	121.1	119.8	118.9	119.3	124.6	125.2	125.3	123.7	123.8	123.8	122.9	124.4		
Coke.....	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	163.1	161.9	161.9	161.9	161.9	161.7		
Gas fuels.....	111.1	112.8	109.2	105.8	106.8	106.9	106.6	113.1	112.0	112.7	107.8	106.0	106.3	107.1	(7)		
Electric power.....	100.7	100.8	100.6	100.8	100.8	100.9	100.8	100.9	100.8	100.7	100.7	100.8	100.9	100.4	(0)		
Petroleum and products.....	114.5	115.1	116.2	114.8	115.0	115.3	114.0	119.9	119.8	118.2	112.7	111.9	111.7	111.7	127.0		
Chemicals and allied products.....	110.0	109.9	109.7	109.9	110.0	110.0	110.0	109.8	109.9	110.2	110.0	110.2	110.2	110.4	109.5		
Industrial chemicals.....	123.9	123.8	123.7	123.9	123.8	123.8	123.8	123.6	123.7	123.6	123.7	123.6	123.6	123.8	123.8		
Prepared paint.....	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3	126.3		
Paint materials.....	102.6	102.1	101.5	101.3	101.4	101.4	101.4	101.4	101.3	101.4	102.5	102.8	102.7	102.8	100.5		
Drugs and pharmaceuticals.....	93.8	93.7	93.6	93.7	93.4	93.1	92.9	92.8	93.0	93.0	93.2	93.2	93.9	94.0	93.3		
Fats and oils, inedible.....	54.6	55.0	53.8	53.3	58.4	60.4	60.4	60.3	58.9	59.9	61.5	62.7	62.6	61.6	61.4		
Mixed fertilizer.....	109.4	109.4	109.2	108.8	108.9	108.9	109.6	110.0	109.8	110.2	109.4	109.8	109.5	110.7	110.0		
Fertilizer materials.....	106.3	106.2	104.8	107.7	107.6	107.5	107.5	107.5	107.5	107.6	106.8	106.2	106.3	106.8	106.8		
Other chemicals and allied products.....	106.8	106.8	106.7	106.6	106.5	106.4	106.3	106.1	106.5	106.7	106.6	106.6	106.6	106.8	106.7		
Rubber and rubber products.....	142.3	142.0	141.0	146.4	146.6	148.0	146.7	146.0	145.4	145.2	145.6	146.7	146.3	146.0	145.2		
Crude rubber.....	136.6	137.9	135.8	149.3	148.7	149.9	146.9	144.2	149.4	138.9	137.6	142.6	140.1	134.0	141.3		
Fabricated rubber.....	133.2	134.3	136.0	146.0	146.0	146.0	146.0	146.0	146.0	146.0	146.0	146.0	146.0	146.0	146.0		
Other rubber products.....	140.3	142.2	141.4	141.6	142.4	142.3	141.9	141.9	141.9	141.6	141.7	142.8	142.5	142.7	140.6		
Lumber and wood products.....	126.2	127.2	128.5	128.3	128.9	128.2	126.3	124.2	122.5	120.5	119.8	120.0	120.2	117.7	118.0		
Lumber.....	127.9	129.3	129.3	129.9	130.4	128.9	128.8	128.5	128.2	121.0	121.0	120.2	120.5	118.0	118.7		
Millwork.....	137.8	138.7	138.6	137.7	137.3	135.7	135.4	130.2	130.2	130.2	130.5	130.6	129.5	128.3	128.3		
Plywood.....	96.5	96.6	100.9	102.4	105.2	106.6	106.6	104.0	103.6	99.7	99.1	100.1	102.7	97.1	96.4		
Pulp, paper, and allied products.....	132.5	132.4	132.3	132.4	132.3	132.0	132.2	132.0	131.7	131.5	131.3	131.9	131.9	131.0	129.6		
Woodpulp.....	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2		
Wastepaper.....	116.0	118.0	115.9	115.9	119.0	115.0	115.7	115.7	107.1	101.0	96.8	111.3	111.3	88.3	77.2		
Paper.....	144.3	143.8	143.7	143.6	143.3	143.3	143.3	142.1	142.1	142.1	142.1	142.1	142.1	142.1	141.9		
Paperboard.....	135.9	135.9	135.9	135.9	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.2	136.3		
Converted paper and paperboard.....	127.4	127.3	127.4	127.6	127.6	127.3	127.5	127.7	127.6	127.7	127.8	127.7	127.9	127.6	126.1		
Building paper and board.....	147.6	147.6	147.6	147.3	146.7	144.7	144.0	144.2	144.2	143.9	143.7	143.8	143.4	143.2	141.5		
Metals and metal products.....	154.5	153.8	152.8	152.7	153.3	153.0	152.8	153.0	153.4	152.9	153.0	153.0	153.0	152.4	151.2		
Iron and steel.....	173.0	172.1	171.9	171.8	171.3	170.4	170.8	171.9	172.5	172.0	171.7	172.0	171.4	168.8	166.2		
Nonferrous metals.....	137.2	136.1	133.8	133.8	136.1	136.2	134.7	136.1	134.1	133.2	133.2	133.7	133.0	132.7	137.7		
Metal containers.....	152.9	152.9	152.9	152.9	152.9	152.9	152.9	152.9	156.3	156.3	156.3	156.3	156.3	155.7	151.2		
Hardware.....	173.1	173.0	172.9	173.0	173.0	173.0	173.0	173.0	172.9	172.9	172.9	172.9	172.9	172.9	172.9		
Plumbing fixtures and brass fittings.....	131.0	131.0	131.0	131.0	131.0	131.0	129.8	129.2	129.6	129.4	129.4	129.4	129.4	129.3	130.2		
Heating equipment.....	121.5	121.4	121.6	121.7	121.7	121.7	121.7	121.9	122.0	121.8	121.8	121.4	121.4	121.2	122.1		
Fabricated structural metal products.....	134.5	134.2	132.3	132.3	132.3	132.3	132.3	132.3	134.0	134.0	134.0	133.9	133.8	133.6	133.9		
Fabricated nonstructural metal products.....	140.7	140.1	145.1	145.3	146.1	146.1	146.0	145.9	145.8	145.3	145.3	145.0	145.0	145.7</			

See footnotes at end of table.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued

[1947-49=100, unless otherwise specified]

Commodity group	1959										1958			Annual average	
	Oct. ²	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957
Machinery and motive products.....	153.6	153.9	153.8	153.6	153.0	152.5	152.1	152.2	152.0	151.8	151.5	151.2	149.9	149.8	146.1
Agricultural machinery and equipment.....	143.4	143.5	143.4	143.4	143.5	143.5	143.0	143.1	143.0	142.9	142.9	141.8	139.2	139.1	133.6
Construction machinery and equipment.....	172.6	172.6	172.2	172.0	171.9	171.9	172.0	171.9	171.4	170.9	170.3	168.0	166.8	166.3	160.0
Metalworking machinery and equipment.....	170.7	175.9	175.8	173.8	173.7	173.3	172.7	172.5	171.4	171.2	170.6	170.2	170.0	170.1	167.0
General purpose machinery and equipment.....	166.8	166.6	166.2	165.9	165.8	162.8	162.8	163.3	163.9	163.6	162.3	161.6	160.2	160.0	157.6
Miscellaneous machinery.....	149.6	149.5	149.6	149.5	149.3	149.2	149.2	149.2	149.0	148.4	148.4	147.9	147.6	148.1	145.2
Electrical machinery and equipment.....	156.0	156.1	155.8	156.1	154.2	154.1	153.0	153.1	152.5	152.6	152.4	152.4	152.7	152.2	149.0
Motor vehicles.....	142.0	143.2	143.2	143.2	143.2	143.2	143.2	143.2	143.2	143.1	143.1	142.8	139.7	139.7	135.4
Furniture and other household durables.....	123.4	123.4	123.5	123.8	123.6	123.5	123.4	123.5	123.3	123.3	122.8	122.7	123.0	123.2	122.2
Household furniture.....	124.2	124.1	124.2	124.2	124.0	123.7	123.4	124.1	124.1	124.1	123.9	123.7	123.0	123.0	122.5
Commercial furniture.....	155.5	155.5	155.3	155.3	155.1	155.0	155.0	155.0	155.0	155.0	155.0	155.0	154.6	154.6	150.4
Floor coverings.....	129.1	128.9	128.6	128.6	128.1	127.8	127.8	127.2	126.3	126.1	126.1	126.1	126.1	127.8	133.4
Household appliances.....	104.0	104.3	104.4	104.4	104.9	105.0	105.1	105.0	104.8	105.0	103.8	103.8	104.2	104.7	105.5
Television, radio receivers, and phonographs.....	92.7	92.7	93.3	94.3	92.9	92.8	92.8	92.8	93.2	93.2	92.5	92.7	94.9	94.4	94.4
Other household durable goods.....	156.6	156.6	156.4	156.8	156.7	156.5	156.2	156.0	156.0	155.5	155.5	155.0	155.0	155.1	148.3
Nonmetallic minerals—structural.....	137.5	137.5	137.4	137.5	137.4	138.4	138.3	137.7	137.5	137.2	136.9	136.7	136.7	136.0	134.6
Flat glass.....	135.3	135.3	135.3	135.3	135.3	135.2	135.2	135.2	135.2	135.2	135.2	135.0	135.0	135.4	135.7
Concrete ingredients.....	140.4	140.4	140.4	140.4	140.1	140.2	140.2	140.2	140.2	140.2	139.2	139.1	139.1	139.0	136.0
Concrete products.....	130.3	130.2	129.7	129.9	129.7	129.7	129.4	129.3	129.0	128.6	128.4	128.1	128.1	128.1	126.4
Structural clay products.....	100.4	100.5	100.5	100.6	100.4	100.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Gypsum products.....	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	133.1	132.1
Prepared asphalt roofing.....	110.8	110.8	111.9	111.9	113.6	120.4	126.4	119.4	119.8	118.5	118.5	118.5	118.5	112.5	122.3
Other nonmetallic minerals.....	132.5	132.5	132.5	132.5	132.5	132.5	132.7	132.7	131.7	131.4	131.4	131.2	131.2	131.2	128.0
Tobacco manufactures and bottled beverages.....	134.5	134.5	134.5	134.5	132.2	132.2	132.2	132.1	128.0	128.6	128.6	128.7	128.8	128.2	126.1
Cigarettes.....	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	134.8	129.4
Cigars.....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	105.0
Other tobacco manufactures.....	153.7	153.7	153.7	153.7	152.8	152.8	152.8	150.9	148.3	139.7	139.7	139.7	139.7	140.5	136.0
Alcoholic beverages.....	126.8	126.8	126.8	126.8	121.7	121.7	121.7	121.7	121.7	121.7	121.7	121.7	121.7	120.5	116.5
Nonalcoholic beverages.....	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	148.9	148.9	148.9	149.3	149.3	149.3	149.2
Miscellaneous products.....	91.8	88.6	92.0	92.9	91.0	95.2	98.8	97.0	98.5	100.8	100.9	93.2	91.2	94.2	89.6
Toys, sporting goods, small arms, and ammunition.....	117.7	117.7	117.7	117.5	117.0	117.0	116.9	117.2	117.9	117.8	118.6	118.6	118.6	119.0	117.7
Manufactured animal feeds.....	70.3	64.5	70.6	72.2	69.0	76.6	82.9	79.6	82.2	86.2	86.4	72.6	69.0	74.4	67.3
Notions and accessories.....	97.5	96.3	96.3	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.3
Jewelry, watches, and photographic equipment.....	108.3	108.3	108.3	108.1	108.1	108.1	108.2	108.2	108.1	108.1	107.9	107.9	107.8	107.6	107.5
Other miscellaneous products.....	132.0	132.0	132.0	131.9	132.0	132.3	132.6	132.6	132.4	132.6	132.4	132.2	132.2	132.2	128.4

¹ As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.
² Preliminary.

³ Revised.
⁴ January 1958=100.
⁵ Not available.

TABLE D-4. Indexes of wholesale prices,¹ by stage of processing and durability of product

(1947-49=100)

Commodity group	1959												1958		Annual average	
	Oct. ³	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	1958	1957	
All commodities.....	119.2	119.7	119.1	119.5	119.7	119.9	120.0	119.6	119.5	119.5	119.2	119.2	119.0	119.2	117.6	
Stage of processing																
Crude materials for further processing.....	94.4	95.9	95.6	96.4	98.1	98.5	99.6	98.9	98.0	96.1	97.0	98.4	98.0	96.4	97.2	
Crude foodstuffs and feedstuffs.....	83.2	85.3	85.2	86.3	88.7	89.7	91.1	89.8	89.0	87.7	88.4	89.0	89.3	92.8	87.7	
Crude nonfood materials except fuel.....	112.3	112.7	112.1	112.6	113.1	112.3	112.6	112.7	111.3	110.5	110.1	111.2	111.1	108.4	112.8	
Crude nonfood materials, except fuel, for manufacturing.....	110.9	111.3	110.6	111.2	111.8	110.9	111.2	111.3	109.8	109.0	108.6	109.8	109.7	106.8	111.5	
Crude nonfood materials, except fuel, for construction.....	140.4	140.4	140.4	140.4	140.1	140.2	140.2	140.2	140.2	140.2	139.2	139.1	139.1	139.0	136.0	
Crude fuel.....	124.0	124.2	122.5	119.7	120.3	120.3	120.3	125.4	126.4	126.1	123.5	123.0	123.1	121.2	119.7	
Crude fuel for manufacturing.....	123.6	123.7	122.1	119.3	119.9	119.9	119.9	124.9	125.9	125.7	123.1	122.6	122.7	120.9	119.4	
Crude fuel for nonmanufacturing.....	124.8	124.9	123.2	120.3	120.9	121.0	120.9	126.3	127.2	126.7	124.1	123.6	123.7	121.8	120.1	
Intermediate materials, supplies, and components.....	127.1	126.9	127.0	127.2	127.1	127.4	127.2	126.7	126.5	126.3	126.3	126.7	125.4	125.3	125.1	
Intermediate materials and components for manufacturing.....	129.4	129.4	129.1	129.4	129.5	129.3	128.6	128.2	128.0	127.7	127.8	127.8	127.6	127.2	126.9	
Intermediate materials for food manufacturing.....	98.5	99.1	98.6	99.3	99.5	99.0	97.4	97.7	98.5	98.2	100.4	101.2	101.4	102.2	99.9	
Intermediate materials for nondurable manufacturing.....	107.0	107.2	107.0	107.0	106.8	106.8	106.4	106.2	104.8	104.5	104.5	104.3	104.2	104.7	105.7	
Intermediate materials for durable manufacturing.....	138.6	138.2	137.6	137.8	138.5	138.1	137.7	137.6	137.1	136.6	136.6	136.6	136.2	134.3	133.2	
Components for manufacturing.....	151.9	151.5	151.3	152.1	152.2	151.9	150.9	151.1	151.0	150.8	150.7	150.7	150.2	149.8	148.3	
Materials and components for construction.....	136.9	137.0	137.1	137.0	137.4	137.2	136.5	135.7	133.3	134.5	134.2	134.1	134.2	132.9	132.9	
Processed fuels and lubricants.....	105.3	106.0	106.3	105.1	105.2	107.0	107.3	107.4	106.8	105.9	105.6	105.4	105.5	106.5	113.0	
Processed fuels and lubricants for manufacturing.....	105.1	105.6	105.7	104.6	104.8	106.2	106.4	106.6	106.2	105.3	105.0	104.8	104.9	105.8	111.2	
Processed fuels and lubricants for nonmanufacturing.....	105.6	106.7	107.4	105.9	106.0	108.3	108.8	108.7	108.0	106.9	106.6	106.5	106.9	107.7	116.8	
Containers, nonreturnable.....	136.2	136.1	136.2	136.5	136.6	136.7	137.8	138.0	137.8	138.0	138.0	137.9	137.4	137.4	134.3	
Supplies.....	115.8	113.9	115.7	116.4	116.6	116.7	118.3	117.2	117.6	118.7	118.6	118.9	118.5	116.1	112.6	
Supplies for manufacturing.....	145.3	145.2	145.0	144.8	142.5	142.2	141.8	141.6	141.3	140.6	140.8	140.3	140.5	139.9	137.6	
Supplies for nonmanufacturing.....	102.4	100.0	102.4	103.4	101.8	104.7	107.0	105.6	106.2	107.9	107.9	103.0	101.0	103.4	101.1	
Manufactured animal feeds.....	70.6	64.0	70.5	71.5	68.1	70.0	82.0	78.7	80.9	85.2	85.6	72.4	66.9	73.0	67.6	
Other supplies.....	121.1	121.1	121.1	122.1	121.6	121.6	121.6	121.3	121.1	121.1	120.9	120.9	121.0	121.2	120.7	
Finished goods (goods to users, including raw foods and fuels).....	120.6	121.4	120.2	120.7	120.5	120.6	120.8	120.6	120.7	120.8	120.5	120.6	120.6	120.8	118.1	
Consumer finished goods.....	112.5	113.4	112.0	112.6	112.4	112.6	112.9	112.7	112.9	113.1	112.8	113.0	113.3	113.5	111.1	
Consumer foods.....	105.0	107.2	103.6	105.4	105.6	105.5	106.2	106.0	106.8	107.8	107.6	103.5	109.6	110.8	104.5	
Consumer crude foods.....	93.6	98.9	88.1	89.6	86.6	87.5	92.1	89.4	95.3	95.1	95.5	97.8	100.6	101.0	95.0	
Consumer processed foods.....	107.5	109.0	106.9	108.8	109.6	109.3	109.2	109.0	109.3	110.5	110.2	110.9	111.5	112.6	106.4	
Consumer other nondurable goods.....	113.9	113.9	113.8	113.4	112.8	113.5	113.6	113.7	113.1	112.7	112.2	112.0	112.2	111.7	113.4	
Consumer durable goods.....	126.0	126.6	126.7	126.7	126.7	126.6	126.5	126.5	126.4	126.4	126.1	126.0	126.0	125.0	123.3	
Producer finished goods.....	153.8	153.8	153.6	153.6	153.5	153.2	152.9	152.8	152.4	152.2	152.0	151.6	150.3	150.9	146.7	
Producer finished goods for manufacturing.....	158.7	158.7	158.4	158.2	158.1	158.0	157.8	157.6	157.2	157.1	156.7	156.3	155.0	155.0	151.2	
Producer finished goods for nonmanufacturing.....	149.6	149.8	149.7	149.6	149.6	149.3	148.7	148.7	148.4	148.2	148.0	147.5	146.3	146.4	142.9	
Durability of product																
Total durable goods.....	146.4	146.4	146.2	146.1	146.1	145.8	145.4	145.4	145.1	144.7	144.5	144.4	143.7	142.8	141.4	
Total nondurable goods.....	104.3	105.0	104.4	105.0	105.2	105.8	106.2	106.0	105.5	105.7	105.4	105.5	105.6	106.4	104.7	
Total manufactures.....	125.5	125.7	125.6	125.8	125.9	125.9	125.6	125.5	125.3	125.2	125.1	124.8	124.5	124.5	123.2	
Durable manufactures.....	147.4	147.5	147.3	147.3	147.3	147.0	146.6	146.4	146.2	145.8	145.6	145.4	144.7	144.0	142.0	
Nondurable manufactures.....	108.1	108.4	108.2	108.8	108.7	109.2	109.4	108.8	108.7	108.9	108.8	108.4	108.5	108.2	105.4	
Total raw or slightly processed goods.....	97.7	98.3	97.7	98.3	99.0	99.6	100.6	100.1	100.2	100.3	99.5	100.6	100.8	101.6	98.9	
Durable raw or slightly processed goods.....	117.4	118.6	118.0	111.6	110.9	108.4	109.7	116.2	115.5	113.4	111.7	114.4	113.7	108.3	122.3	
Nondurable raw or slightly processed goods.....	90.6	98.4	96.8	97.5	98.4	99.0	100.1	99.2	99.3	99.6	98.8	99.8	100.0	101.2	97.7	

¹ See footnote 1, table D-3.² Preliminary.³ Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1449-1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Price Indexes, 1967 BLS Bull. 1235 (1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862	-----	1,130,000	-----	16,900,000	0.27
1947-49 (average).....	3,573	-----	2,380,000	-----	39,700,000	.46
1945.....	4,780	-----	3,470,000	-----	38,000,000	.47
1946.....	4,985	-----	4,600,000	-----	116,000,000	1.43
1947.....	3,689	-----	2,170,000	-----	34,600,000	.41
1948.....	3,419	-----	1,990,000	-----	34,100,000	.37
1949.....	3,606	-----	3,030,000	-----	50,500,000	.59
1950.....	4,843	-----	2,410,000	-----	38,800,000	.44
1951.....	4,737	-----	2,220,000	-----	22,900,000	.23
1952.....	5,117	-----	3,540,000	-----	50,100,000	.57
1953.....	5,091	-----	2,400,000	-----	28,300,000	.28
1954.....	3,456	-----	1,530,000	-----	22,600,000	.21
1955.....	4,320	-----	2,650,000	-----	26,200,000	.26
1956.....	3,825	-----	1,900,000	-----	33,100,000	.29
1957.....	3,673	-----	1,390,000	-----	16,500,000	.14
1958.....	3,664	-----	2,060,000	-----	23,900,000	.22
1958: October.....	300	325	450,000	525,000	5,250,000	.53
November.....	200	400	225,000	300,000	2,800,000	.30
December.....	180	300	60,000	180,000	2,000,000	.21
1959: January ²	225	325	75,000	130,000	2,000,000	.23
February ²	200	300	75,000	140,000	1,800,000	.18
March ²	200	350	90,000	150,000	1,000,000	.11
April ²	330	475	175,000	250,000	2,300,000	.26
May ²	400	550	175,000	300,000	2,750,000	.30
June ²	480	700	185,000	325,000	2,750,000	.28
July ²	425	700	650,000	750,000	9,000,000	.92
August ²	425	700	170,000	750,000	13,000,000	1.40
September ²	400	650	100,000	760,000	14,000,000	1.50
October ²	300	550	130,000	750,000	14,000,000	1.44

¹ The data include all known work stoppages involving 6 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect or

secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

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